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ABSTRACT

The report reflects the employment status of women and minorities among companies with 100 or more employees in the Standard Metropolitan Statistical Areas of: Atlanta; Baltimore; Boston; Chicago; Cleveland; Dallas; Denver; Detroit; Houston; Los Angeles-Long Beach; Memphis, Tennessee-Arkansas; Miami; Newark; New Orleans; New York; Philadelphia, Pennsylvania-New Jersey: St. Louis. Missouri-Illinois; San Francisco-Oakland; Seattle-Everett; and Washington, D.C.-Maryland-Virginia. Detailed employment data were obtained from 1972 EEO-1 Reports filed with the Equal Employment Opportunity Commission. Participation rates were examined for females, blacks, Spanish surnames Americans, Asian Americans, and American Indians. Although employment of women and minorities has generally increased between 1970 and 1972, the survey showed unbalanced occupational distribution and income for women and minorities. Twice the proportion of minority as Anglo women held positions in the laborer and service worker categories. Differentials between occupational distributions of Anglo and minority women were the greatest in Memphis and New Orleans and for Anglo and minority males in Memphis and Dallas. Blacks realized representation gains in the white collar field and Spanish surnamed Americans in the laborer category. Almost 70 percent of Asians were white collar workers: approximately two-thirds of American Indians were blue collar/service workers. (EA)

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION 1800 G STREET, N. W. WASHINGTON, D. C. 20506

EMPLOYMENT PROFILES OF MINORITIES AND WOMEN IN THE SMSA's OF 20 LARGE CITIES, 1971

Research Report No. 43

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INTRODUCTION

The purpose of this report is to provide a well-balanced picture of the employment status of women and minorities. Several sources were tapped to garner statistics helpful to that end.

Detailed employment data were obtained from 1972 EEO-1 Reports filed with the Equal Employment Opportunity Commission (EEOC) by employers covered under Title VII of the Civil Rights Act of 1964. Because those companies employing less than 100 employers on a nationwide basis are not required to file reports, the data do not represent the universe of private employment. However, in view of the high response rate to the EEO-1 survey, the Commission does consider the data to be representative of total employment among companies with 100 or more employees.

Demographic and economic data were gathered from publications of the Bureau of the Census, U.S. Department of Commerce, and the Bureau of Labor Statistics, U.S. Department of Labor.

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DEFINITION OF TERMS

- STANDARD METROPOLITAN STATISTICAL AREA (SMSA) an integrated economic and social unit with a recognized large population nucleus. Each SMSA must include at least: (1) one city with 50,000 or more inhabitants, or (b) two cities having contigious boundaries and constituting, for general economic and social purposes, a single community with a combined population of at least 50,000, the smaller of which must have a population of at least 15,000.
- MINORITY belonging to or regarded in the community as belonging to the following minority groups: black, Spanish Surnamed American (SSA), Asian American (Oriental), American Indian.
- LABOR FORCE all persons 16 years of age and over and classified as either employed or unemployed (available for and actively seeking work).
- INDUSTRY a distinct group of establishments which are grouped together on the basis of the type of activity in which they are engaged. For an explanation of the kind of establishments included in each industry group see the Standard Industrial Classification (SIC) Manual published by the Office of Management and Budget.
- TOP TEN INDUSTRIES Ten industries with the highest total number of employees as reported in the EEOC survey.
- PARTICIPATION RATE percentage of total jobs held by a sex-ethnic group (e.g., 50.1 percent of all employees in the Communication industry are women; black males represent 11.3 percent of the skilled craftsmen).
- OCCUPATIONAL DISTRIBUTION percentage of a sex-ethnic group holding jobs in a particular occupational category (e.g., 25.8 percent of all black female employees are office and clerical workers).
- WHITE COLLAR an occupational category which includes all officials and managers, professionals, technicians, sales workers, and office and clerical workers.
- BLUE COLLAR an occupational category which includes all skilled craftsmen, operatives and laborers.
- SERVICE WORKER an occupational category which includes all employees in both protective and non-protective service occupations.



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ACKNOWLEDGEMENTS

This publication was prepared by the Research Studies Division, Office of Research; Melvin Humphrey, Director. The report was written by Mary Froning, Melba Lee and Ann Thomas, under the supervision of Sandra H. Robinson, Supervisory Economist. Typing was done by Veronica Hawkins, Sarah Hollis and Isabelle Richardson. A special note of thanks goes to Etta Barksdale of the Audio-Visuals Division office who made the final preparations for publishing the report.

UNITED STATES SUMMARY

The total population of the United States was estimated to be 209,717,000 in 1972. Approximately 51 percent of all persons in the U.S. were female; about 11 percent were black; almost five percent were of Spanish origin; just under one percent were Asian American (Japanese, Chinese, Filipino, and Korean); and less than one half of one percent were American Indian.

The 20 SMSA's discussed in this report comprised 31 percent of the U.S. population or approximately 65 million persons.

The 1972 U.S. civilian labor force was estimated at 86.5 million persons. About 27.6 million, or 32 percent of those persons comprised the combined labor force of the 20 SMSA's detailed in this report. Approximately 37 percent of the U.S. civilian labor force was female; slightly less than ten percent was black; just under four percent was Spanish Surnamed; close to one percent was Asian American and less than one half of one percent was American Indian. The participation rates for the five sex-ethnic groups covered by the EEO-1 survey of employers were virtually identical to their percentages of the U.S. labor force.

Total U.S. employment was 81.7 million persons in 1972; the total employment in the EEO-1 survey (covering 142,000 establishments) was 29.4 million, or about 36 percent of the U.S. total. According to April, 1972 BLS data, a large majority (72 percent) of all wage and salary workers were employed in private non-agricultural industries. Approximately half (29.3 million) of the 59 million payroll employees in the private sector were classified by industry in the 1972 EEO-1 survey. The industry divisions within the EEO-1 survey which reflected the highest percentages of total BLS employment were manufacturing (74 percent) and transportation and public utilities (72 percent). Contract construction showed the smallest coverage — 16 percent. (See Table 1).

The 1969 median income for those persons 16 years and older with earnings was \$7,609 for all males, \$3,649 for all females. Minorities generally earned less: black

males earned an annual median income of only \$5,194; black females earned \$3,008 yearly; males of Spanish origin earned \$6,039, females \$3,241; Asian American males earned \$6,062, females \$3,044 and American Indian males earned \$3,509; females a meager \$1,697.

A difference in educational levels sometimes serves as an explanation of the gap in earnings between all persons and persons belonging to minority groups. This argument does not hold true for Asian Americans, however, for the number of median school years they completed (12.5 years) was higher than the national norm (12.1 years), but still they earned substantially less than the national levels. The argument stated above also cannot be used to explain the large earnings differentials between males and females. In fact, the median school years for all those 25 years or older was exactly equal (12.1 years) for both males and females. In addition, for blacks of the same age group females showed a bit more schooling than males (10.6 vs. 10.1 years), though earning substantially less.

The 1972 EEO-1 survey showed similar patterns of inequality. Women and minorities generally suffered uneven participation and unbalanced occupational distribution both among industries in the same area and across job categories. Also, women and members of minority groups were concentrated, for the most part, in job categories and industries where the earnings potentials were lowest.

At the same time, the picture has improved since 1970. Between 1970 and 1972 the employment of women and minorities has generally increased, though slightly, in the establishments covered by the EEO-1 survey. The rise in rates of participation undoubtedly was facilitated by a two percent growth in EEO-1 reported employment during the 1970-1972 period; total U.S. payroll employment increased four percent during this period.*

In 1972 women represented 36 percent of the reported employment nationwide. Women represented 45 percent of the nation's white collar workers (7B)

^{*}Bureau of Labor Statistics, "Employment and Earnings," Vol. No. 11, May 1973, p. 21.



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Table 1: 1972 EEO-1 EMPLOYMENT AS PERCENTAGE OF BLS REPORTED PRIVATE WAGE AND SALARY EMPLOYMENT

SIC Code	Р` Industry Division	EEO-1 Employment (in thousands)	April 1972 BLS employ. (in thousands)	Percent of BLS Employment
	Total	29,257.2	59,028.0	49.6
10-14	Mining	373.5	605.0	61.7
15-17	Contract Construction	565.5	3,493.0	16.2 ,
19-39	Manufacturing	13,911.6	18,790.0	74.0
40-49	Transportation & Public Utilities	3,237.0	4,481.0	72.2
50-59	Trade	4,512.2	15,561.0	29.0
60-67	Finance, Insurance, Real Estate	1,806.0	3,982.0	46.4
70-89	Service	4,851.4	12,206.0	39.7

percent of the office and clerical workers, but only 12 percent of the officials and managers), 23 percent of the blue collar workers, and half of the service workers.

Since 1970, women have gradually increased their rate of participation in every category of employment except operatives. Their greatest increases in employment came in the white collar categories, particularly managers and professionals.

In 1972, two-thirds of all women were employed in three relatively low paying job categories. Some 37 percent were office and clerical workers, 19 percent were operatives, and 11 percent were service workers. Less than two out of five (36 percent) of all male employees were in similar jobs.

The 1972 EEO-1 survey data reveal some striking differences between the occupational distributions of Anglo and minority females. For example, while 64 percent of all Anglo females held white collar positions, only 42 percent of all minority women were employed in the white collar field. However, approximately twice the proportion of minority as Anglo women held positions in the laborer and service worker categories, traditionally the least attractive of the job categories. Among the 20 SMSA's the differentials between the occupational distributions of Anglo and minority women were the greatest in two southern cities—Memphis and New Orleans—and smallest in two coastal cities—New York and San Francisco.

In 1972, blacks held ten percent of all jobs in the EEO-1 nationwide survey of employers. Blacks constituted only five percent of the U.S. white collar workers (only two percent of the officials and managers). Blacks were 13 percent of the blue collar workers (only six percent of the skilled craftsmen, but 21 percent of the laborers) and a very disproportionate 25 percent of the service workers.

Since 1970, blacks have gained greater representation in all job categories except laborers and service workers. Their strongest gains came in the white collar field, particularly in the category of technicians. In 1972, two-thirds of all blacks were concentrated in three occupational groups: operatives (31 percent), laborers (18 percent), and service workers (18 percent). Only one-third of all Anglo workers held positions in these bottom-rung job categories.

Spanish Surnamed Americans Held four percent of all the jobs reported in the 1972 EEO-1 survey. These workers accounted for two percent of the white collar jobs; were five percent of all U.S. blue collar workers (three percent of the skilled craftsmen, nine percent of the laborers), and six percent of the service workers.

Since 1970, Spanish Surnamed Americans have experienced slight increases in their rate of participation in every occupational category. Their greatest relative increase occured in the low paying laborers category. In 1972, three-fifths of all Spanish were employed in one of three occupational categories: (29 percent), laborers (21 percent), and service workers (12 percent).

Asian Americans were only 0.7 percent of all 1972 EEO-1 reported employment. The highest participation rates for Asians occurred in the white collar field, where they represented more than two percent of the professionals and one percent of the technicians among total reported employees.

Since 1970 Asian Americans have either maintained or increased their participation rates in every job category, though there were no relative gains.

Almost 70 percent of all Asians were white collar workers according to the 1972 EEO-1 survey. More than one-third (37 percent) were professionals and technicians, greater than double the proportion of Anglo workers in those jobs.



Table 2: OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE UNITED STATES, 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	" 100.0
White Collar	44.2	17.9	64.4	41.9
Officials and Managers	14.6	3.3	3.5	1.4
Professionals	10.7	3.6	7.3 '	. 4.0
Technicians	, 5.2	2.7	3.7	4.3
Sales Workers	7.9	- 3.4	11.3	5.7
Office and Clerical	5.8	4.9	38.6	26.6
Blue Collar	51.3	68.6	26.9	38.1
Craftsmen	20.4	12.5	2.6	2.9
Operatives	23.0	34.2	17.9	23.1
Laborers	7.9	21.9	6.4	12.1
Service Workers	4.5	13.5	, 8.7	19.9

American Indians were 0.3 percent of the employees reported. Nationally, Indians were represented at approximately their overall participation rate throughout the various job categories. Only in the category of laborer was their participation rate significantly higher.

Since 1970 American Indians have increased their rate of participation, though almost imperceptibly, in only three job categories — professionals, technicians, and skilled craftsmen. They lost slightly in the sales worker category and remained stable in all other categories, including their overall participation rate.

In 1972, almost two-thirds of all American Indians were blue collar or service workers. Slightly less than half of all anglo workers held similar jobs.

The dissimilarities between the occupational distribution of Anglo and minority males were greatest in the traditionally highest and lowest paying job categories. The percentage of Anglo males that were officials and managers was more than four times that of

minority males. On the other hand, the proportion of minority men who were laborers and service workers was triple that of anglo males. Among the 20 SMSA's Memphis and Dallas showed the widest gaps between the occupational distributions of anglo and minority males. Seattle and St. Louis showed the least disparity between anglo and minority males.

A comparison of the occupational distributions of Anglo males to those of women and minorities shows, at least partially, the relative economic positions of the groups. In 1972, for instance, while 35 percent of all Anglo males were in the top paying jobs in the white and blue collar fields, only 16 percent of all minority males, six percent of all Anglo females, and four percent of all minority females were either officials and managers or skilled craftsmen. Among the 20 SMSA's, the dissimilarity between the proportion of anglo males holding the above cited positions and the percentages of women and minorities holding similar positions was greatest in Memphis, least in San Francisco.

ERIC*

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

										1
	I TOTAL	u.S.	EMPCCYMENT .		•	FEMALE 1	EMPLOYEES			
				1849	PARTICIPATION BAIES	RAIES	OCCUPATIONAL DISTRIBUTION	ISIO JANI	RIBUTION	ı
	<u> </u>	एंडा	7251	1. 1970	1251	2251	1970	1251	2251	
ALL CCCUPATIONS	28,882,554	28,060,547 29,396,420	29,396,420	34.5	7-95	35.6	1 160.0	100.0	0.001	ı
WHITE CCLLAR	13, 347, 303	13,433,654	13,999,294	0.54		45.3	0*65	61.5	5.09	
GFFICIALS AND MANAGERS	2,541,542	2, 618, 616 2,457,175	2,789,654	. 10.3	10.9	11.9	2.6	2 9 9 9	2.5	
TECHNICIANS	1,275,482	1,270,153	61,316,763	1 27.0		30.0	3.5	3.7	8.8	
SALES MORKERS	2,213,806	2,262,993	2,461,330	42.5		44.2	4.6	10.0	10.4	
CFFICE AND CLEMICAL MUKKERS	4 , 8 / 5 , 6 9 4	4,824,117	4,851,357	10.3		7-81	36.3	7• 9F	30.0	
BLUE CCLLAR	13,534,701		13, 195, 334	1 22.9	22.0		31-6	28.6	张,85	•
CRAFTSMEN	3,942,886		3,920,016	6.9			1.2 2:1	2-5	2,0	
OPERATIVES		6,447,554	6,634,356	1 29.7			7-02	19.0	8-81	
LABORERS	2,664,243		, 2, 640,962	7. 28.5			9-7-6	7.1	7°-3	
SERVICE WCRKERS	2,000,550	1,949,753	2, 201, 792	49.9	6 6 6 7	50.2	10.0	₹ 10•0	30.6	
							-			ı

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY CCMMISSION, EEO-1 &EPORTS, 1970, 1971, AND 1572.

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PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

	TOTAL		EPPLCYMENT		94	BLACK	BLACK EMPLOYEES			·
•	· .			PABLIC	PARTICIPATION BATES	SATES	CCCUPATIONAL DISTRIBLITED	ISIO TEN	BIELIIES	
	0751	1251	रंग्डा	0261	1251		0261	1287	7751	
ALL CCCUPATIONS	28, 882, 554	28,666,547 29,396,420	29,396,420	10.3	10.1	10.4	0.001	100.0	100.10	
WHITE COLLAR	13,247,303	13,433,054	13,999,294	æ 0	. 5.0	5.3	21.8	23.6	24.4	
PROFESSIONALS	2,432,779	2,457,175	2,546,190	2.5	7.¢		2.1	r.m 7	ָּ פֿאַ נָּ	
TECHNICIANS	1,279,482	1,270,153	1,316,763	2-9	. 6.7	7.2	2.7	3.0	مبر 8	
SALES NEWKERS	2,213,805 4,879,694	2, 262, 993	2,461,33C 4,891,357	;; 	4:4	8.0 8.0	12-1	3.5. 13.0	3.8	
CRAFTSMEN	13,534,701	12,677,740	13, 195, 234	13.2	13.1	13.3	60.3	58.5	51.5	
GPERAT IVES LABORERS	2,664,243	6,447,554 2,468,947	6.634.35è 2.640,962	16-2	14.3	20.8	33.1	32.4	31:7	
SERVIÇE MCRKERS	2,000,550	1,949,753	2,201,792	26-6	26.1	25.1	6.11.9	18.0	181	

SQURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1572.

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PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF SPANISH SURNAMED EMPLOYEES, 1970, 1971, AND 1972

	 	n.s.	EMPLCYMENT		rdS #	INISH SURN	SPANISH SURNAMED EMPLCYEES	E S	
				PARIIC	PARIICÎPALICN BAIES	MIES	OCCUPATIONAL DISIBLEUTICA	NAL_DISI	BIELIICA
•	0261	1261.	7325	1970	1751	7751	0251	1331	7 <u>7</u> 51
ÁLL CCCUPATIONS	28,882,554	882,554 28,06C,547 29,396,420	29, 396, 420	3.6	3.6	3.9	100.0	100.0	100.0
WHITE COLLAR	13,347,303	13,433,054	13,999,294	1.9	2 . C	2,1	1, 24.2	26.5	26.3
OFFICIALS AND MANAGERS	2,541,542		2,789,654	1.0	1.1	1.2	1 , 2.3	2 - 7	3.0
PROFESSIONALS	2,432,779	2,457,175	2,540,190	1:1	.I.2	1.3	1 2.6	2.9	5.9
TECHNICIANS	1,279,482		1,316,763	9 Z*Z . I	2•3	2.4	1 2.7	2.9	2.8
SALES WORKERS	2,213,806	£865, 262, 99.3	2,461,330	. F. 1	2.1	2.3	4.2	4.8	5.0
OFFICE AND CLERICAL WORKERS	4,879,694	4,824,117	4,891,357	5.6	2.8	3.0	1263	13.2	12.7
BLUE GCLLAR	13,534,701	12,677,740	13,195,334	5.4	. 2.0	. W	64.5	, 62.0	61.7
CRAFTSMEN	3,943,886	3,761,239	3,920,016	3.0	3.0	3.4	1. 11.4	11.2	11.6
OPERATIVES	6, 526, 572		6,634,356	1. 4.7	4.7	5.0	l. 31.3	30.0	25.1
LABORERS CARROLL	2,664,243	2,468,947	2,640,962	8.5	8.6	0.6	21.8	20.8	50.9
SERVICE MCRKERS	2,000,550	000,550 1,945,753	2,201,792	5.8	. 0.9	2.9	11.3	11.5	12.C
						`	L		

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1572.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF ASIAN AMERICAN EMPLOYEES, 1970, 1971, AND 1972

	 TOTAL	٠. 5	S EMPLCYMENT.		. **	CR FENTAL	EMPLOYEES	۵,	
		e e		LIBEZ	PARITCIEALICA.	RAIES	CCCUPALL	CCCUPALIONAL DISIBLELICA	ADILIALE.
	.0251	1311	7251	0251	1251	1972	2521	1251	2751
ALL CCCUPATIONS	28,882,554	28,060,547	29, 396, 420	, 9	9 0	0.7	100.0	100.0	100.0
WHITE CCLCAR	13,347,303	13,433,054	13,999,294	8.0	6 0		68.℃	70-6	65.5
DEFICIALS AND PANAGERS. F	2,541,542,	2,618,616	2,769,654	m :	m •	4.0	5*9	6.4	5.1
TECHNICIANS	1,279,482	1,270,153	1.316.763	D 57	7.1	2.2	2.52 -	25°3 8 8	28-2
SALES MCRKERS	2,213,806	2,262,993	2,461,330	0.4	4.0	ر د د	5.1	. v	, w
OFFICE AND CLERICAL WORKERS	4,875,694	4,824,117	4,891,357	1 0 1	8 0	6.0	21.2	22.1	22.1
BLUE CCLLAR		12,677,740	13,195,334	C.3		С• З	22.9	20.2	20-6
CRAFTSMEN	3,943,886	3, 761, 239	3,920,016	0.3	0.2	0.3	6.2	5.3	9-6
UPERATIVES	6,926,572	£,441,554	6,634,356	E.0	C-3	0.3	11.1	6.6	10.1
LABGRERS	2,664,243	2,468,947	2,640,962	E 0 1	0.4	. 4.0	5.6	5.0	4.9
SERVICE MCRKERS	2,000,550	1,949,753	2,201,792	9.0	9. 0	6.0	9.1	9.5	6.6
					ė	_	_	•	

SCURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEG-1 REPORTS, 1970, 1971, AND 1972.

ERIC

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF INDIAN EMPLOYEES, 1970, 1971, AND 1972

•	TOTAL	u.S.	EPPLCYMENT .		*	INDIAN	INOIAN EMFLOYEES	•	*
	,		-	PABLIC	PARICIPAȚICN-RAIES	RAIES	OCCLEATIONAL DISIBLELIES	NAL DIST	BIELIICA
	0261	1251	7757	0251	1251	2751	0251	181	7251
ALE CCCUPATIONS	28,882,554	28,060,547	29, 396, 420	0.3	0.3	6.0	100.0	166.6	166.0
WHITE COLLAR	13,347,303		13,999,294	0.2	0.2	0.2	31.5	33.2	33.8
DFFICIALS AND MANAGERS PRCFESSIONALS	2,541,542	2,618,616	2,540,150	0.2	0°5	0°5		6.1	8 4
TECHNICIANS	1,279,482		1,316,763	0.2	0.2	0.3	3.3	3.7	3.5
SALES WORKERS	2,213,806 4,875,694	2,262,993	2,461,33C 4,891,357	0.0	e 2	0 0	10.5	11.9	7.3
THE COLLAR	13,534,701	12.617.740	13.195.334	4,0	4	. 0	59.9	58.1	57.3
CRAFTSMEN	3,943,886	3,761,239		0.3	0.3	4.0	14.5	14.8	14.4
ORERATIVES	6, 926, 572	6.447.554	6,634,356	4.0	4.0	4.0	27.6	28 -8	27.8
LABGRERS	2,664,243	2,468,947		9.0		9.0	17.7	14.5	15.1
SERVICE WCRKERS	2,000,550	1,949,753	2,201,792	0.4	7. 0	5. 0	9.6	8.7	B.5

SCURCE: EGUAL EMPLOYMENT OPPORTUNITY CCMMISSION, EEG-1 REPORTS, 1970, 1971, AND 1972.

ATLANTA

In 1972, the population of the Atlanta SMSA had climbed to almost 1.5 million persons, an increase of five percent since 1970. Blacks comprised almost one-fourth of the SMSA population but more than half of the city population. The Spanish population was about one percent. Females were in the majority, accounting for about 52 percent of the SMSA population.

Black male workers in the SMSA had a median income (\$4,909) equal to 62 percent of that received by all males (\$7,870). Females in the SMSA had a median income which was 51 percent that of males and black females' median income was only 36 percent of that of all males in the SMSA.

An obvious assumption in explaining income differentials is that there is a direct relationship between educational attainment and earnings. The data suggest that this may be true between ethnic groups but not between the sexes of the same group. For instance, the median school years completed for males in the population 25 years and older was 12.2 and 12.1 for females. However, black males of the same age had completed 9.6 years; the median years completed for black females was higher at 10.0. Yet, the gap in earnings of males and females was substantially greater than should be expected on the basis of educational attainment.

In view of the occupational position of minorities and women in the 1972 EEO-1 survey, it is probable that the 1969 income differentials still existed at the time of the survey. Black workers, accounting for 19 percent of the reported employment in 1972, held half or more of the laborer and service jobs. In only one other job category, operatives, did their rate of participation equal or exceed 19 percent. Their lowest participation (four percent) was in the officials and managers category.

Females didn't fare much better. Accounting for 34 percent of the work force, they were over-represented in sales, clerical and service jobs. Their lowest participation was in the skilled craft jobs (five percent) and managerial positions (12 percent), in spite of the fact that the educational attainment of females was about equal that of men.

The occupational distribution of Anglo males differed significantly from that of other workers. With regard to white collar occupations, Anglo males were more concentrated in managerial and professional occupations than were other workers. Twenty-seven percent of the

Anglo males were in these two categories compared with five percent of the minority males, ten percent of the Anglo females and four percent of the minority females.

Anglo males were also more likely to be employed in the higher paying skilled craft jobs than were the other workers. Forty-two percent of the Anglo males were blue collar workers and the largest percentage of them were almost evenly divided between craft and operative positions. Just four percent of them were laborers. On the other hand, two out of every three minority males were employed in blue collar positions. They were most often employed as operatives or laborers. In contrast to the Anglo males, some 24 percent of the minority males were employed as laborers. Only four percent of the Anglo males were service workers, but some 17 percent of the minority males held these low paying jobs.

It was more common for Anglo than minority females to be employed in white collar positions. Four out of every five Anglo women were white collar workers compared with two out of five minority women. More than half of the total female work force were either sales workers or office and clerical workers. Few women of either race had attained positions which could be classified as official/managerial, professional or technical. They held five percent or less of the jobs in each of these white collar occupational groups. Only 14 percent of the Anglo women held blue collar jobs; however, 30 percent of the minority females held blue collar jobs. In addition, while slightly less than seven percent of the Anglo females were service workers, some 28 percent of the minority women were so classified.

The pattern of employment of minorities and females on an industry basis also explains partially the earnings differentials cited earlier. Minorities and women were more concentrated in the industries with low average earnings. The ten largest industries in the Atlanta metropolitan area had a total employment that ranged from a high of nearly 33,000 in Retail General Merchandise to a low of 12,000 in Insurance Carriers. Total employment in the ten largest industries accounted for 56 percent of the reported employment.

Female employment ranged from a high of 65 percent of the total in Retail General Merchandise (a low average earnings industry) to a low of seven percent in Transportation Equipment (a high average earnings

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industry). Most of the jobs (63 percent) in Retail General Merchandise were sales or office and clerical positions. Females held three-fourths of the sales jobs in this industry and 87 percent of the office and clerical jobs. In nine of the top ten industries, females held from 59 to 96 percent of the office and clerical positions.

The employment of blacks in the top ten industries ranged from eight percent in Electrical Equipment and Supplies, a manufacturing industry, to 28 percent in Miscellaneous Business Services. In each of the top ten industries, blacks held a greater proportion of the operative, laborer and service jobs than their proportion of the total industry work force. In Miscellaneous Business Services, blacks held an overwhelming 82 percent of the laborer jobs and 74 percent of such jobs in Food Stores. On the other hand, in only two industries did blacks hold more than five percent of the managerial positions: Retail General Merchandise (5.4

percent) and Insurance Carriers (6.9 percent).

As discouraging as the employment patterns of minorities and women were in 1972, these patterns do represent some positive change since 1970. Total employment reported to the EEOC increased three percent between 1970 and 1972. The percentage of total jobs that were held by blacks remained constant during the two year period. There was a slight increase in their share of jobs in leach occupational category except technicians, laborers and service workers. The decline in black service workers was particularly noteworthy in view of the increase in total employment in that occupational group.

Female employment also remained relatively stable at approximately 34 percent. There was little variation in their share of jobs in each of the job categories with the exception of a sizeable increase in the proportion of professional jobs held by women.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE ATLANTA, GA., SMSA — 1972

Occupational Group	* Anglo Males	Minority Males	Anglo Females*	Minority Females
All Osiupations	100.0	100.0	100.0	100.0
All Occupations	100.0	100.0	. 190.0	100.0
White Collar	54.7-	່ "16.8	79.9	42.4
Officials and Managers	16.8 ~	3.0	4.6	1.4
Professionals	• 10.7	2.2	5.0	2.4
Technicians	` 4.5	1.5	2.4	. 2.5
Sales Workers	15.6	° Б.7	18.7	8 .6
Office and Clerical	7.1	4.4	49.2	27.5
,	•		(D.
Blue Collar	41.6	66.1	13.6	29.6
Craftsmen	. 18.2 🗢	9.2	1.6	1.6
Operatives	19.2	32.7	9.2	16.8
Laborers	4.2	24.2	2.8	11.2
Service Workers	3.7	17.1	6.5	28.0

PARTICIPATION RAIES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK ENGLOTEES, 1910, 1911, AND 1912

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TCTAL EPELCYEES	312,544	3CE, 653	141,233	16.2	15.5	16.6	100.0	0.021	166.6
NPITE CCLLAR	163,562	167, 355	175,368	7.7	7.5	6.8	217	21.4	26.0
CFFICIALS AND MANAGERS	30 2 562	36,452	34,436	7.2	3.4	3.6	-	1.7	2-2
PRCFESSICALIS	23,246	24.214	24.148	- -	4.2	5.4	-	1.7	2-0
TECHNICIANS	5. 552 E	16.546	11,126	4 1C-9 2	10.0	5.5	1.8		-
	33,484	20, 10	47,236	6°~	7.1	7.7	•	2-0	
CFFICE AND CLEFICAL ACREERS	859.99	£2,C54 .	£2,44C	10.8	===	12.4	12.4	11.3	13.0
BLUE CCLLAB	127,465	119,855	116,534	26.5	30.3	27.5	57.6	. 1.05	
CRAFTSHEN	42, 560	35,049	36,861	9.5	~-	6.6	6.3	5.5	1,9
CPERATIVES	66,642	56, 153	£7,E56	1 26.5	27.4	24.5	27.6	25.1	27.6
LARCHES	24,063	28, 653	21,877	56.2	61.4	54.6	24.0	28.7	20.0
SERVICE ECRAERS	21,739	21,447	25.311	1 55.0	54.9	\$6.2	20.5	19.2	21.3

SCLACE: ECLAL EPPICYPENT CEPCATUNHTY CCPPISSICN, EEC-1 MEPCATS, 1970, 1571, AND 1572.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF PENALE ENFLOYZES, 1970, 1971, AND 1972

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ICIAL IPFLITEES	312,566	366,657	251,233		13.4	34.0	3-001	100.0	166.6
N-ITE CCLLAR &	163,562	167,355	179,386	45.2	43.6	43.6	76.7	71.3	71.6
CFFICIALS AND PARAGERS	36,562	· 30, 652	34.436	12.0	11.9	12.3	3.5	3.5	
FACEESTICALIS	23,246	24,274	24,148	16.5	16.3	5.51	3:		*
TECHNICIANS	25:45	16,548	11,120	1 23.5	23.3	23.6	7.7	7.4	~~
=	33,464	35,767	47,236	41.6	. 39.7	36.2	13.3	15.3	16.5
CFFICE ARE CLEBICAL BCFRERS	96,65	£2.054	62,446	15.2	35.6	11.1	0.84	45.7	*
elle cclist	121,005	115,855	116,534	16.1	16.3	14.0	14-6-		17.
CRAFTSPEN,	42, Sec	35.049	36,601	3.	5.3	4	1-0	-	9
CPERATIVES	66,642	54, 153	57,65e	1 20.7		5C.5	12.0		5.5
LAECFEFS	24.063	24.653	21.617	5.55	26-1	23.2	0.0	7.3	. 4.7
SERVICE ACPRERS	\$11×13	11,447	25,311	\$¢.5	47.1	46.4	:		11.2

SCURCE: EQUAL EMPLCTPENT CPPORTUNITY COPPISSICN, EEC-1 REPCRIS, 1970, 1971, ANC 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE ATLANTA, GEORGIA, SWSA

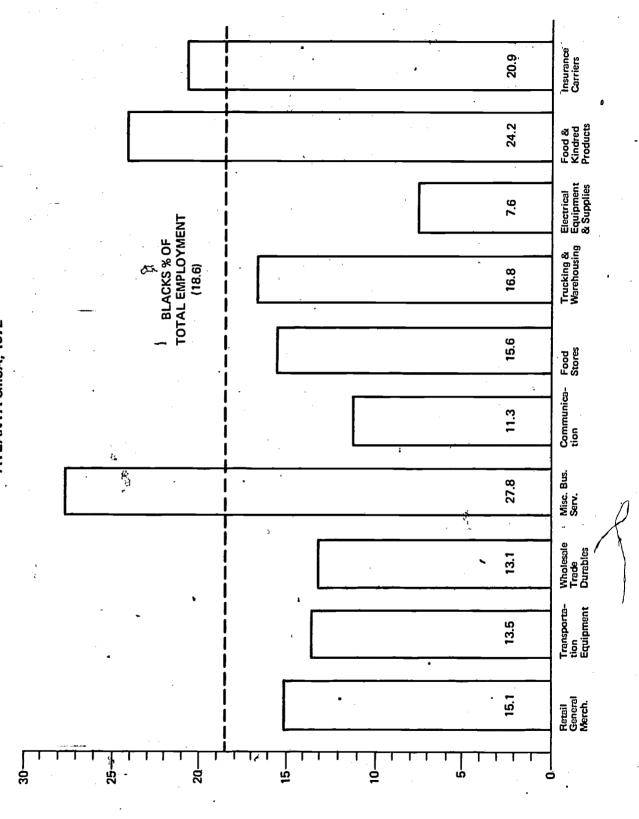
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PARTICIPATION OF FEMALES AND NINGRITIES IN THE TOP TEN INDIGHTIES IN THE ATLANTA, GEOMELA, SYGA (CORL.)

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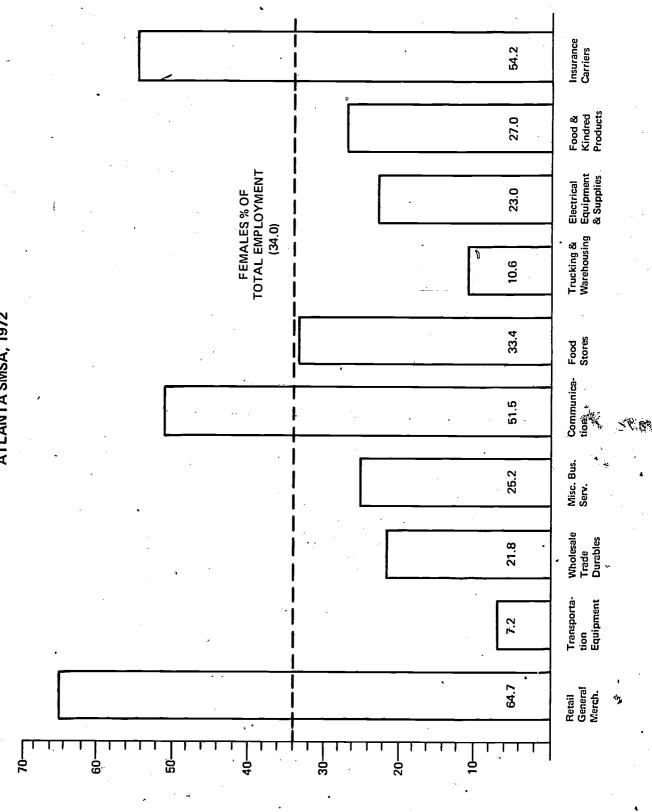
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PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE ATLANTA SMSA, 1972



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PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE ATLANTA SMSA, 1972



BALTIMORE

The total population of the Baltimore SMSA was approximately 2,125,000 in July 1972. About twenty-four percent of this population was black and slightly less than one percent of the total population was Spanish Surnamed.

The civilian labor force numbered about 849,000 in 1972. Of this total, 27 percent were black and 34 percent were females 20 years and older.

Median income in 1969 for males was \$7,901; females' income was only half of that. Black males, however, had a median income of \$5,765 or 73 percent of that for all males. Black females were least rewarded for their labor, earning a median income of only \$3,500.

Educational attainment and median earnings were directly related on the basis of ethnic group but not on a male/female basis within ethnic groups. Females had equal or higher educational attainment than males of the same ethnic group. Yet females earned substantially less. For example, the average educational attainment for persons above the age of 25 was 11.2 for males and 11.3 for females. The black population generally had fewer years of schooling: the median school years completed for black males and females was 9.1 and 10.1 respectively.

Data from the 1972 EEO-1 survey suggest that income differentials reflected in 1969 median earnings still exist. Minorities and women continued to be employed in occupations and industries where earnings were low.

In 1972, black workers comprised 21 percent of a reported work force of 353,000. Their greatest participation in white collar occupations was 14 percent of the jobs as technicians. On the other hand, they held half of the service jobs, 48 percent of the laborer jobs and 32 percent of the operative positions.

Females, equally as educated as men, were also over-represented in the low paying job categories. Although women constituted only 35 percent of the reported work force, they held almost three-fourths of the office and clerical jobs, 48 percent of the service jobs and:46 of the sales positions.

Minorities and women also we're concentrated in industries with low average earnings. The ten largest industries in this area had a total employment that

ranged from a high of 32,000 in Medical and Other Health Services to a low of 12,000 in Educational Services. Collectively these ten industries accounted for 53 percent of the reported work force.

Although 35 percent of the labor force were females, they held less than 30 percent of the jobs in six of the top ten industries. They had the largest share of the jobs in Medical and Other Health Services (a low average earnings industry) where they were 72 percent of the work force. They held only four percent of the jobs in the Primary Metal and Transportation Equipment Industries both high average earnings industries.

Blacks were 21 percent of the work force, and they held more than 21 percent of the jobs in four of the top ten industries. They held their largest share of the jobs in Medical and Other Services where they held 36 percent of the jobs.

Occupational employment in almost all of the top ten industries reflects an underepresentation of both blacks and women in the white collar jobs except office and clerical and sales positions. Women were not likely to hold blue collar jobs, and blacks who were employed in these positions were usually operatives or laborers. In addition, blacks were consistently over-represented in service jobs.

The better paying jobs seemed to be reserved for Anglo males. The occupational distribution for the SMSA shows that nearly 50 out of every 100 Anglo males had white collar positions in 1972. Half of these were in the managerial and professional category. Only 16 out of every 100 black men held positions which could be classified as white collar. While 73 percent of the Anglo women and 39 percent of the minority women were in white collar positions, most of these women were office and clerical workers. Nearly seven out of ten black males held blue collar positions. compared with less than half of the Anglo males. Anglo males highest concentration in blue collar employment (21 percent) was in the higher paying skilled craft jobs. Blacks' highest blue collar concentration was in operative jobs (35 percent)



Minority men and women were more likely to hold positions as service workers than their Anglo counterparts. While 15 percent of the minority males were service workers only five percent of the Anglo males were relegated to these lower paying jobs.

Nearly 30 percent of the minority females were service workers; however, only seven percent of the Anglo women were found in these positions.

The occupational patterns of minorities and women have not changed significantly since 1970. Total employment decreased between 1970 and 1972 although it increased between 1971 and 1972. Women's share of total employment remained relatively stable at

and 1972, female employment increased in every job category except managers, clerical workers and operatives. However, between 1971 and 1972, employment of women increased in all categories except skilled craft workers.

The number and percentage of jobs that were held by blacks increased between 1970 and 1972, particularly in each of the white collar categories. Employment of blacks declined in each of the blue collar occupations during this period, but declined relatively only in the laborer category. There was also a sharp increase in black service workers even though their relative share of such jobs dropped.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE BALTIMORE, MD., SMSA — 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females'
All Occupations	100.0	100.0	100.0	100.0
White Collar	49.1	15.5	73.3	38.8
Officials and Managers	15.4	2.7	4.1	1.4
Professionals	10.9	3.1	8.7	4.2
Technicians	, . 5.9	2.6	3.9	5.0
Sales Workers	9.2	2.8	14.7	5.4
Office and Clerical	7.7	4.3	42.0	22.8
Blue Collar	46.0	69.3	20.2	31.3
Craftsmen	21.4	11.6	2.6	2.0
Operatives	18.8	34.7	13.1	18.8
Laborers	5.8	23.0	4.4	10.5
Service Workers	4.9	15.3	6.5	29.9

PATTICIPATION PATES AND COCCPATICAL DISTRIBUTIONS OF BLACK DELICIES, 1970, 1971, AND 1972

EALTIFCRE, PARTLENE				211.84	PARTICIPATION SATES	1165	TITE CECUTATION	CCCUPATICHAL DISTRIBUTION	TEVITOR
	1570	1451	1972	ग्रहा र	त्तहा	7257	លព	1251	2251
TCTAL EPFLCTEES	384,644	21.575	353,153	16.5	20-2	20-9	100.0	100-0	100.0
1	190.761	166.004	176.671	7.1	6.7	5.5	19.1	21.2	22.7
, I I I SHARKE TAK PIRITING	35.627	31,864	33,566	9.0	3.0	9.4	. 1.5	1.6	2.1
	30.781	28.586	30.76	3.4	4.0	5.0	1.5	1.7	2.1
	14.074	14.698	18.031	2.9	14.1	14.2	2.2	3.2	e. E.
THE PROPERTY OF THE PROPERTY O	31.261	30.016	33.456	E .	E)	4.0	3.6	3.7	3.E
GFFICE AND CLERICAL ECRERS	76,558	55,840	62,040	5-5	12.3	13.6	10-3	10.0	1
	105-464	146.785	145.124	26.2	27.3	28.5	62.0	54.7	56.1
		40.150	47.66	10-0	12-0	12-2	9.5	8.7	5°2
	73, 242	AG. 212	A4-703	25.2	29.7	31.7	31.7	30.4	25.5
CARCARIATE	30,114	27.416	28,615	51.5	4.0	0-84	21.7	19.6	
SERVICE BURKERS	25,419	25,250	31,158	53.0	54.3	₹05	16.9	20-1	21.3

SCHACE: EGLAL EMPLOYMENT CPPENTUNITY COMISSION, EEC-1 REPORTS, 1970, 1571, AND 1572.

PARTICIPATION BATES AND OCCUPATIONAL DISTRIBUTIONS OF FINALE EMPLOYEES, 1970, 1971, AND 1972

EALTIPCRE, PARTLANE	.,			- PARTI	PARTICIPATION RATES	LIES.	TITZN555	CCCURATICHAL DISIBLEUTICH	JEUTICE
•	1570	161	1972	0257 1	1181	. ट 1 हा	ध्य	1251	7251
TCIAL EPFLCTEES	284,644	337,575	253,153	33.5	33.6	34.6	0-001	100.0	100-0
BHITE CCLLAR	190,741	166,004	176,671	42.4	45.1	45.2	69-3	45.7	65-1
CFFICIALS AND MANAGERS	35,627 30,781	21,564	30,778	7.62	29.1	30.4	-	7.7	-
TECHNICIANS	16, 674	15,656	17,031	24.3	29.2	25.0	0.6	4	7
SALES WCRKERS	31,281	3C,016 55,640	33,456 62,646	78.1	73.5		46.1	38.8	37.4
CLUE CCLLAR	166,464	146,265	145,124	16.9	10.0	19.3	21.1	23-1	22.8
CPERATIVES	77.243	65,717	68,703	24.0	25.3	25.1	14.7	4.9	2.0
SERVICE BCRKERS	25,419	25,250	31,156	45.8	\$0.4	41-1	6.0	11.2	12.1

SOLACE: EGLAL EMPLOYPENT CPPCRTUNITY CCPMISSIGN, EEC-1 REPGRTS, 1970, 1571, AND 1572.

PARTICIPATION OF FEMALES AND MEDICATES IN THE TOP TEN INDUSTRIES IN THE BALTIMORE, PARTAND, SHEA

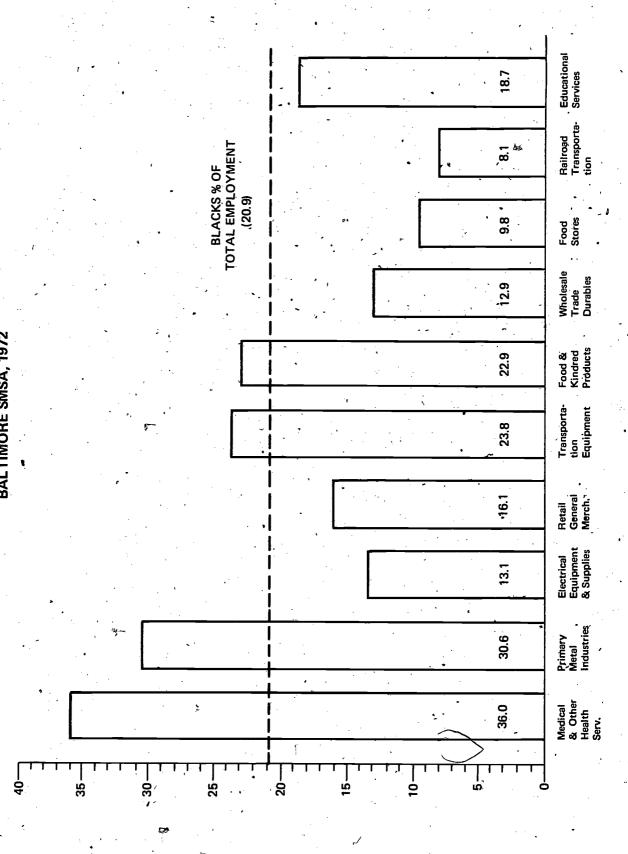
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GROUP ENDL	EKPLOYMENT	TOTAL	N N N	PROF	TECH	MARS	80.00	701AL	19783	8380		SERVICE
	32,074	169.91	1,721	7.784	4.066	=	5,319	1.809	4 98	956	355	11.346
SERVICE SERVIC	:		;		A							•
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22	0.7	2.2			100		7.17	•	50-3	53.9	53.0	29.0
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BLACK	30.6	5.2		5	-	:			•	?;	•	
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GROUP ENDLO	LOYMENT	TOTAL	MGRS	PROF	7.EC.	WERS	CLED	TOTAL	CRAFT	. 09.68	877	MOREFEE
	2011	12,773	2.490	4,335	2.485	125	3,338	12,133	3,742	8.146	245	172
FEMALE	25.8	16.0	1.0	1.7	5.5		9.4		•	;	;	:
BLACK	13.1		7.7	2.1	9.9	•	0.0	21.0			2	7.75
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E H	DYNEAT	TOTAL	HGRS	P. C.	TECH	EXRS	CLER	TOTAL	CRAFT	OPER	LAB	WORKERS
•		704491	*60*7	` **	212	11.064	4.283	2.635	919	869	1,064	5,449
FEMALE	70.6	7.97	48.4	54.6	4.15	104			:	;	;	;
BLACK	16.1	10.7	6.1	9.5	5.0	0.01		26.0		20.00	•	9.
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FEMALE	3.6	13.9	•	9.	5.5		30.3	,	?	0	,	-
BLACK	23.8	0.0	5.7		3.1		7.2	29.4	26.0	30.8	62.5	25.4
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PARTICIPATION OF PENALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE BALTIMORE, MARYLAND, SMSA (Core.)

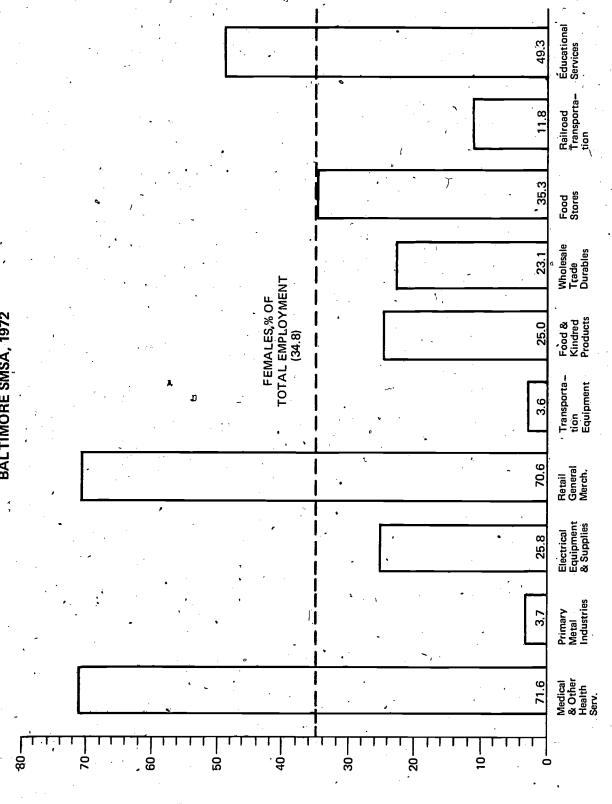
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MINORITY GROUP EMPLO	TOT AL LOYMENT	TOTAL	OFFICS	· · · · · · · · · · · · · · · · · · ·	_	SALES	CLES	TOTAL	CRAFT	OPER	LAB	- WORKERS
	14,076	5,508	1.417	\$ 04	707	2,478	1,203	8,128	1,899	3, 201	3,028	0
S WHO WERE:	0.85	0 12		. 4-41	26.4	79.1	7647	20.8	3.2	16.8	36.1	17.0
BLACK	22.9	7.9	6	6.2		6	0	31.3	16.5	28.4	43.5	58.2
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HINDRITY	TOTAL .		OFFCS			SALES	, o					SERVICE
Z Z	OVMENT	TOTAL	AL MGRS	F 8	15.7	2.665	3. 366	4.307	-0-1	2.260	866	143
	13000	0.146	1041		77.				•		!	;
FEMALE	23.1	27.5	4:4	1:4	2.4	6.4	67.7	14.0	4.2	16.3	14.5	21.7
BLACK	12.9	5.6	2.7	*:	5,3	0.	7.6	26.9	5.1	27.4	4.8.7	42.7
SSA	7	~	-:-	•	٠-	- : -		7.	•	7.	•	
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		6003	CTOBEC									•
MINORITY	2 TOTAL	3.	,	•		SALES	OFF.		٠		•	SERVICE
	EMPLOYMENT	TOTAL	MGRS	PROF	TECH:	WKRS	CLER.	TOTAL	CRAFT	OPER	[7	HORKERS
N WHO WERE:	13, 311	10,624	14941	6	3 .	44035	11 333	704 41	110	27.1	:	2
FEMALE	35.3	40.3	13.3	,	7.7	41.3	61.7	13.6	12.9	9.4	2°9	14.2
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		. RAIL	ROAD TRANS	RAILROAD TRANSPORTATION.	c							SEVICE
MINORITY CROSS EMPL	TOTAL	TOTAL	N MICH	9044	TECH	MKRS	CLER	TOTAL	CRAFT	000	LAB	MORKERS
	12,522	5,572	156	150	288	323	3,860	6,341	3,285	2,184	872	609
	•	" . o	•				3.4.	,	-			1.4
BLACK	- T	2.5		2.7	~		3.3	9.7	1:1	7.5	45.5	41.9
SSA	9	,	•	•		•	; ·	7,		: -	7.	r
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HINDRITY	TOTAL		OFFCS			SALES	460		, T24 42	4940		SERVICE LORKER
	OVMENT	TOTAL	1083 1083	PR(I)	1.230	MARS	2.762	1.237	273	150	113	, 922
T WHO WERE:			}			ì	1					!
FEMALE	49.3	49.9	23-1	29.8	58.6	76.9	0 0	43.9	6.6		20.5	50.7
SSA	OL.		7		2		7	12 A		-	1	
ASTAN ANER	1.87	2.2		3.2	2.0		5			•	٠.	
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PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE BALTIMORE SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE BALTIMORE SMSA, 1972





BOSTON

The Bureau of the Census estimates that the 1972 population of the Boston SMSA was 2.9 million. Almost 53 percent of the population were female; approximately five percent were black.

There were an estimated 1,149,000 persons in the Boston civilian labor force in 1972. Close to 41 percent of the labor force participants were female 20 years and older; only about four percent were black.

Annual median income in 1969 for those persons 16 years and older with earnings was \$8,262 for all males, \$4,031 for all females. Black males earned a median income of \$5,240 annually, while black females earned a meager \$2,921.

Educational levels belie the above differentials in earnings particularly as regards the difference in male female earnings. For instance, in 1970 the median school years completed for all those 25 years and older was exactly equal for males and females (12.4 years), which fact certainly does not reflect itself in earnings. For blacks in the same age group, females actually showed slightly more schooling (11.7 years) than black males (11.6 years), though earning substantially less.

The data derived from the 1972 EEOC-1 survey generally suggest no change in the differentials indicated by the income statistics cited above. Women and minorities suffered uneven participation and unbalanced distribution both among industries surveyed and across job categories. Both groups usually were concentrated in job categories and industries where the earnings potentials were low.

In 1972 women held 41 percent of the 613,466 reported jobs. These women comprised 48 percent of the white collar workers (81 percent of office and clerical workers, but only 13 percent of the officials and managers), 26 percent of the blue collar workers, and almost half (49 percent) of the service workers.

Since 1970 women have gradually increased their participation in the higher paying officials and managers and professionals categories, while also increasing their share of the jobs which pay the least (office and clerical workers, laborer and service workers). Female employment has increased in every job category except sales workers since 1970. The greatest increases were in professional and sales jobs for Anglo women and service and laborer jobs for minority females.

In 1972, 65 percent of all women were in three relatively low paying jog categories -- 42 percent were office and clerical workers, 12 percent were operatives and 11 percent were service workers. Only 30 percent of all male employees held such positions.

The 1972 EEO-1 data show some substantial differences between the occupational distributions of Anglo and minority females. For instance, while almost three-quarters of all Anglo women were white collar workers, only one-half of all minority women held such positions. However, more than twice the percentage of minority as Anglo women held positions in the laborer and service worker categories -- traditionally the lowest prestige, lowest paying of the job categories.

In 1972 blacks held five percent of the jobs counted in the survey. Nevertheless, blacks were only three percent of all white collar workers. Blacks constituted five percent of the blue collar work force and a disproportionate 13 percent of the service workers.

Since 1970 blacks have made slight increases in their share of the more attractive white collar jobs of officials and managers and professionals. Among the blue collar jobs blacks gained in the skilled craftsmen field and decreased numerically as well as relatively, in the expanding laborer category.

In 1972, 52 percent of all blacks were in low paying job categories - 16 percent were operatives, nine percent were laborers, and 27 percent were service workers. Only 27 percent of all Anglo workers held similar positions.

The dissimilarities between the occupational distributions of Anglo males and minority males were greatest in the traditionally highest and lowest paying job categories. In 1972, the percentage of Anglo males that were officials and managers was more than three times that of minority males. At the same time, the proportion of minority men who were service workers was triple that of Anglo males.

A comparison of the occupational distributions of Anglo males, women, and minorities demonstrates, at least partially, the relative economic positions of the groups. In 1972, for instance, almost half (49 percent) of all Anglo males were officials and managers, professionals, or skilled craftsmen, whereas only 27 percent of minority males, 16 percent of Anglo females,

ERIC Formation by ERIC

and nine percent of minority females held these top positions in the white and blue collar fields.

Employment in the top ten industries in the Boston SMSA in 1972 accounted for 57 percent of the total reported employment. The number of employees per industry ranged from slightly under 20,000 to almost 70,000. The combined industries had a greater percentage of white collar workers than the surveyed industries as a whole (70 vs. 60 percent) and a smaller percentage of blue collar workers (19 vs. 29 percent), with an equivalent rate for service workers of about 10 percent.

The all industries participation rate for women was 41 percent, but they were represented unevenly in the top ten industries at rates of from 21 percent in Machinery Excluding Electrical (a relatively high average earnings industry) to 73 percent in the SMSA's largest industry, Medical and Other Health Services (a relatively low average earnings industry.

Office and clerical positions in the ten major industries were filled overwhelmingly by women. Women represented an average of 84 percent of the workers in that category.

Blacks were almost five percent of the employees in the all industries survey. That rate was equaled or surpassed in six of the ten industries. Electrical Equipment and Supplies and Machinery, Excluding Electrical, employed the smallest percentage of blacks - 2.5 percent and 2.3 percent respectively. Blacks experienced their greatest representation in the largest industry, Medical and Other Health Services (8.6 percent of all workers), though they were concentrated in the least financially rewarding categories - laborers and service workers.

Spanish Surnamed Americans were only two percent of all employees in the EEO-1 survey and were employed at approximately that rate throughout the top ten industries. Almost 80 percent of all Spanish were either blue collar or service workers. Slightly less than one-third of all Spanish were operatives.

Asian Americans were one half of one percent of the Boston, SMSA total, but, among the ten largest industries, their participation rates ranged from 0.2 percent in the Communications industry to 1.6 percent in the Educational Service field. Over three-fourths of all Asians were white collar workers, with large concentrations in the professional and technician categories. The proportions of Asians in those two categories were double the rates for Anglo workers.

American Indians represented only 0.3 percent of the total employees covered by the survey, but were a surprising 3.3 percent of the Retail General Merchandise employment. About three-fourths of all Indians were white collar workers; over half were sales workers.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE BOSTON, MASS., SMSA — 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	. 100.0	100.0	100.0	100.0
The Control of the Co	100.0	. 100.0	100.0	100.0
White Collar	56.6	29.7	72.3	50.1
Officials and Managers	15.1	4.6	3.3	1.5
Professionals	18.1	9.7	11.1	5.6
Technicians	7.4 -	5.5	5.0	4.6
Sales Workers	9.1	4.0	10.0	8.2
Office and Clerical	6.9	5.9	42.9	30.2
Blue Collar	36.3 *	47.6	, 17.5	27.6
Craftsmen	16.0	12.5	1.8	2.0
Operatives	14.3	21.7	11.4	15.9~
Laborers	6.0	13.4	4.3	9.7
Service Workers	7.1	22.7	10.2	` 22.3

W31502				TITET.	ATTES!	STEE.	1173n555	CCUPATICHAL DISIBIRUTIO	TENTION
ייענ	1570	1431	1972	वरहा	1251	1372.	6251	1251	7751
TOTAL EPICYEES	602,664	554,452	£13,46¢	4.4	**	9	100.0	100.0	100.0
NATTE CELLAR	364, 623	362,775	375,665	2.7	2.9	3.1	38.0	1. 0	# 0.
OFFICIALS AND PANAGERS	56, 100	58,024	59. 8 77 90.120	1.5	5:1	2.0	2.1.5	, e	, e
TECHAI CLANS	38,114	37,635	38,525	3.6	3.9	;	٠٠٠ ۲۰۰۶	5.7	9.0
SALES HURKERS	56,977	55, 196	56,414	1.5	1.9	7.4	5	•	•
GFICE ANE CLEPICAL MORKERS	125,377	127,641	130,725	7	. 5.	4	20.6	25.2	50°8
FIDE CCLLAB	185,477	181, 536	179,567	5.3	4.9	5.2	1 37.3	93.8	32.6
CRAFTSMEN	57,417	62,024	61,287	2.9		Q .		e (7.7
CPERIIVES	94,155	33,244	83,15E 35,522	8.3	4 ~	7.8 E. C	10.7		5.1
SERVICE BURKERS	52,584	50,176	57,434	12.3	13.2	13.1.	7.42	25.4	26.6

SCIRCE: EQUAL EMPLOYPENT CPPORTUNITY CCPRISSION, EEC-1 REPORTS, 1970, 1571, AND 1572.

PARTICIPATION PAPES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE ENGINEES, 1970, 1971, AND 1972

BCSTCN				. P.183	PARITCEPATION PATES	111ES.	1173A555	CCUPATICNAL BISIRIEUTIC	ADITATES.
	1970	161	1972	OZET	गडा	72.5 1	. हरहा	1251	7251
ICIAL EPPLCYEES	602,654	554,453	613,466	35.8	3.26	41.3	100.0	160.0	100.0
SHITE COLUMN STATES STATES	264, 623	362,779	375,665	44.9	46-1	47.6) 68.2	71.0	70.5
TEFICIAL AND MANAGERS.	56.100	58.024	55,677	11.7	12.7	13.4	7.2	3.1	3.5
A CONTRACTOR OF THE CONTRACTOR	88.055	64,275	96,120	24.6	25.4	30.0	0°6	9.1	10.7
O D D D D D D D D D D D D D D D D D D D	38-114	37.635	38.525	28.1	30.1	32.4	4.5	*:	6.4
CALC LORED CALL	56.537	55.196	56.414	45.5	47.0	4.4	10.0	11.0	0°0
CFFICE AND CLERICAL MOFKERS	125,377	127.641	130,725	18.9	19.3	81.3	41.2	43.0	41.9
	186.477	181.538	179-547	27.5	24.5	25.5	21.3	14.9	18.4
TOTAL CENTER CO. C.	57.417	62.024	61.287	9.6	2.0	9.2	1.2	1.8	1.8
	94.155	86.270	83.15E	37.4	34.0	36.0	14.7	12.5	11.8
LABCRERS	33,501	33,244	35,522	31.9	32.2	33.6	5**	4.5	7.
SERVICE MCRKERS	52,584	50.176	57,634	47.9	47.4	46.9	10.5	10.1	11.1

SOLACE: ECLAL EMPLOYMENT CFPCATURITY CCPMISSION, EEC-1 REPCATS, 1970, 1571, AND 1572.



PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE BOSTON, MASSACHUSETTS, SKGA

	1141		103	-	C. A	WORKERS.	30.18	100	9 8 8 8 4	WORKERS	•	
	MED	MEDICAL +OTHER HEALTH SERVICES	HEALTH SE	RVICES					•			
GROUP EMPLCYMENT	TOTAL	MORS	PRIDE	1672	SALES	96.			,		SERVICE	
C MAID WERE:	44.568	2,769	21,356	9.282	142	11,319	4,310	766 966	OPER 2,135	1.209	MORKERS	
	17.3	\$ 05	4	,	- (•				7	
	~,	2.9	6.1	7	0 0			2.9	51.0	24.2	70.	
	9	۶.	9.	•	2.1		2.0	-	-	9.	16.2	
INDIAN AMER 1.0	F. 7	٠.	9-1	7.1		•	•	7	•		7.	-
	:	: -	-	-	,	7	7	7	: -:	:	:-	
	ELEC	ELECTRICAL EQUIPMENT +SUPPLIES	JI PRENT +S	UPPLIES								
MINDRITY TOTAL		OFFCS	!		SALES	200						
GROUP EMPLOYMENT	TOTAL	MGRS	PROF	TECH	KRS	CLER	TOTAL	CRAST			SERVICE	
264*IC	26.075	4.997	1,307	4.427	1,241	7,103	24.442	4.855	17.090	7,5	MURKERS	
FEMALE 47.0	7 7 7	•	•	,	ι,		!				413	
BLACK 2.5		•	7 0		15.0	71-2	54.5	7.0	1.99	67.2	7.9	
	٧.		•			•	eo v	2. 9.	0.4	1.5	2.9	
MER	9.	'n			. ~	• ~	9.5	·.	e.	9.6	3.5	
I. WEIGHT	,	-:			7	; .	: -	7 -	7	7.5		
					•		:	:	•	: .	•	
	RETA	RETAIL GENERAL	MERCHANDISE	15.5	•			•			•	
MINGRITY TOTAL		OFFCS			SALES	95.5						
SALUT ERFLITERI	TOTAL	NGR.S	PROF.	5	KKRS	CLER	TOTAL	CRAFT	OPER	148	MORKFRO	
T WHO WERE!		7054	9	*	16.171	6, 852	3,967	159	1,023	2,185	3,740	
FEMALE 66.6	73.0	30.5	31.2	19.8	42.0	4.44	• •	;	:	į		
STACK 3.8	3.0	2 . 0	2.¢	*	2.6	•	9			93.4	40.1	
	٠,	-:		~	7	s.	-	, .,	-	•		
THE WINDLESS	?	: <u>:</u>		:	۳,	٠.	•	: -:	!		`	ł
	•		,	:	.	•	ŗ.		•	•	3.2	
	TASE	INSURÂNCE CARRIERS										
~	!	OFFCS	7		241 50	900						
GROUP EMPLCYMENT	TOTAL	MGRS	PROF	TECH.	KRS	1	10.50	78467			SERVICE	
34.024 2 mm nege:	32,434	4.027	5,426	3,217	5,362	14,402	01+	214	154	1	MURKERS 1.180	
	58.7	17.5	7 31	, 37	;					!		
BLACK 4.6	+:		2.0	2.8	3	2.0	6.21	~ (20.8	76.2	63.2	
	1.3	۳.	•	4	9-1			•	9.0	7.2	5. 0	
ASIAN AMER .7	۲۰۰	~	9.	· •	*	:	:		:	r	: :	
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variable	MACH	AACHINERY, EXC.	. ELECTRICAL	¥.		,		٠	•		,	
0		OEFCS	• !	•	SALES	GFF				•		
	16.700	ACRS	PROF	TECH	MRRS	2	TOTAL	CRAFT	OPER	75	MORKERS.	
,		705 45	7.01.	7.17	934	5.055	13,567	6,827	5,239	1,501		
FFMALE 21.1	25.1	2.1	7.5	6.4	9.1	70.3	16.5			,		
	1.5	D	1.3	1.9	ď.	2.0	3.2	7-6	7		0.0	
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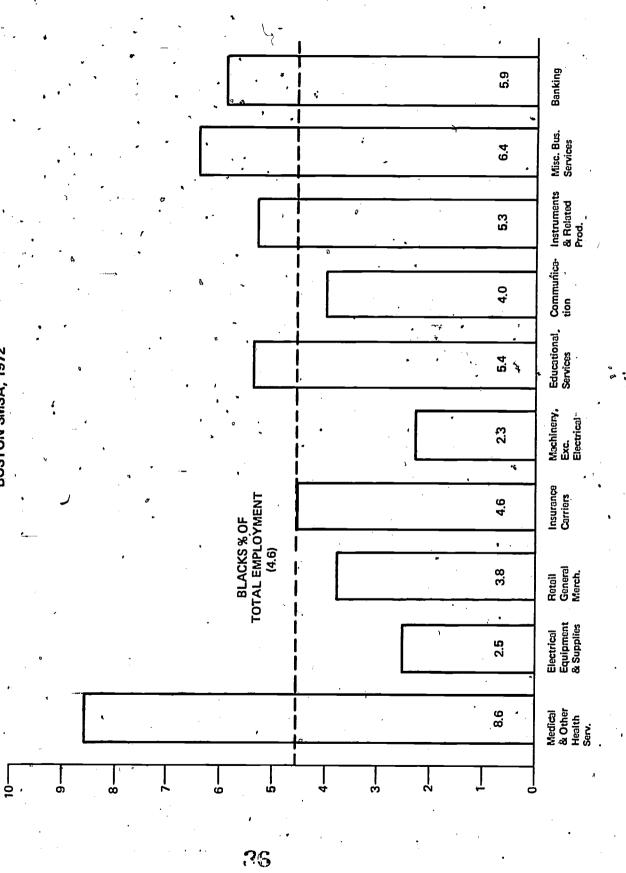
PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE DUSTON, MASSACHUSETTS, SYSA (CORt.)

•							- 1000 Acres		- '			•
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	;	EBUC		SERVICES							•	
GROUP ENP	TOTAL EMPLCYMENT	TOTAL	MGRS	PROF	TECH	SALES	CLFR	TOTAL	CRAFT	OPER	146	SERVICE HORKERS
T WHO WERES	691163	714467	16717		790.5	õ	6.317	1.807		395	559	3,885
FEMALE	43.8	47.2	30.3	29.3	1.26	40.3	90.1	13.3	3.2	20.8	24.6	37.4
BLACK	• •		٠. د	2°9		0.9	9	7.2	0.0	11.4	2.9	10.5
ASIAN ANEM		2:0	::	2:3	-		<u>.</u>	3:	Ċ?	•	7.	* n
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		CONK	COMMUNICATION	_				,				
MINDRITY	TOTAL		OFFCS		į	SALES	OFF		•	į		SERVICE
1	25,581	20.753	3.572	4.454	15CH 525	451 451	CLER 11.751	TOTAL 7.072	CRAFT 6.597	OPER	LAB	MORKERS
T MMO MERES		1			;	;			;		;	3
BLACK	•	,	, r.		0.0	1.6	100	2.7	2.5	3.6	100	
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ASTAN ANER		?	Ξ.	۳.	* '		?	:	-		,	
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MINDRITY	TOTAL	?	; •			SALES	, , , , , ,		•	,		SERVICE
GROUP END	EMPLCYMENT	TOTAL	M CAS	PROF	TECH	HKRS	CLER	TOTAL	CRAFT	OPER	LAB	MORKERS
T NAU VERF	010107	10133	0.00	2006	064.7	780	4.67	9,735	3,704	2.000	1,031	284
FEMALE	30.2	28.9	5.5	5.6	12.5	5.6	85.3	33.9	•	***	76.0	6 43
BLACK	m.	3.3	7.7	2.7	6 , 6	7.5.	3.3	4.0	6.	9.9	29.7	2.6
ASIAN ANER		ė "	• ••	ė v	7		• •	**7	.	٠. ت	? ?	3.7
INDIAN			=			~	}	} •		:	:	
		• •						e				-
27.00.72	. 101	JS I M	ELLANEDUS	MISCELLANEGUS BUSINESS SERVICE	SERVICE		, 6					
GROUP EPP	EMPLCYMENT	TOTAL	#GRS	PROF	TECH	PKRS	CLER	TOTAL	CRAFT	OPER	1.46	MCRK ERS
	23,015	15,688	1,410	2.996	1,272	582	9,725	1.509	617	115	. 381	5,618
T WHO WERE: FEMALE	. 2.7.	0.89	5.7	0.01	14.6		4.70			27.5		
BLACK	•	1.2	1.3	0.1	3.3		1.0	352	2.4	3.1	4.5	21.5
SSA ACTAN ABER	٠,	•	•	* -	~~		~;-	-	Ξ'	9:1	3.1	•
INDIAN	:=	: -:	: :	; ;	:	~	:	•	;			:
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3-	•	BANKING	1kG								_	,
GROUP EPP	TOT AL	TOTAL	MGRS	PROF	TECH	SALES	CLER	TÖTAL	CRAFT	OPER		SERVICE
	19.632	18.485	3.110	1,796	. 174	166	12,536	. 482	49	366	16	599
FEMALE	. 56.1	57.7	15.9	28.4	29.0	12.7	74.9	45.9	7.5	. 26.1		•
. 614CK	8	91	1.2	2.5	7.1	-	12.	10.4	0	12.0		10.5
ASIAN ANER	m q	7.5	? -:	: `	- ::		2.1 0.	6.2. •	1.5			2.3
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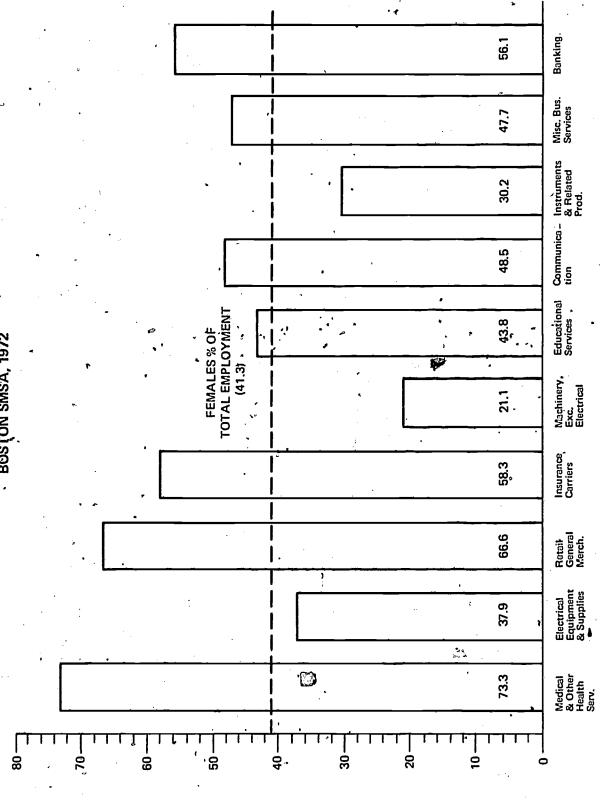
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PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE BOSTON SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE BOSTON SMSA, 1972



CHICAGO

Nearly 7.1 million persons lived in the Chicago SMSA in 1972. Females accounted for over one-half the population, blacks accounted for about 18 percent, and Spanish for about five percent.

Over three million persons or 63 percent of the SMSA civilian population 16 years old and over were in the labor force in 1972. Blacks in the labor force numbered 775,000 or nearly 15 percent of the total area labor force. Thirty-four percent of the labor force were females 20 years of age and older.

Men had a median income of \$8,987 in 1969, but the median for females was \$4,509 or only about one half that of men. 8lack males had a median of \$6,897 and black females had a median income of \$4,488. Spanish Surnamed American males and females had median incomes of \$6,769 and \$4,015, respectively. Median income for all females including black and \$panish females was higher in the central city than SMSA.

Educational attainment (as measured by median years of school completed) of the area's population 25 years old and over had little relationship to earnings, particularly on a male/female basis. Males in the area completed 12.2 years of school and females 12.1 years. Yet female earnings were only half that of men. 8lack females earned substantially less than black males. However, males completed only about 10.7 years of school and black females completed 11.0 years. Spanish inhabitants were even less educated, generally, but earned about the same as blacks. Spanish males completed 9.1 years of school, females completed 8.9 years.

The Equal Employment Opportunity Commission received reports covering nearly 1.5 million employees in the SMSA. About 15 percent of these employees were black and six percent were Spanish Surnamed Americans. Forty-seven percent of all employees were female.

The area's ten largest industries reported employment ranging between 51,400 and 122,900. These ten industries, six of which are manufacturing industries, accounted for 52 percent of the reported SMSA employment. They also employed 55 percent of the minorities reported.

Blacks were 15 percent of the labor force, but their employment in half of the ten largest industries

exceeded that rate. Relative black employment was greatest in the Primary Metals industry where the black work force was 24 percent of total employment.

Spanish Surnamed Americans held six percent of all jobs reported and more than six percent of the jobs in six of the top industries, reaching a high of ten percent in the Fabricated Metal Products industry.

An examination of employment patterns within the industries in the SMSA can provide some insights into the reasons for income differentials among the various groups. Minorities held a disproportionately high share of operative, laborer and service jobs in every industry. Moreover, only in the Retail General Merchandise industry did the proportion of either blacks or SSA's holding skilled craft jobs exceed their overall industry participation rates. However, average earnings in the Retail General Merchandise industry are low and the number of craftsmen employed is small.

In four of the top ten industries, female employment exceeded 37 percent, their SMSA participation rate. Their highest representation, 78 percent, was in Medical and Other Health Services. In eight of the ten industries, females' share of office and clerical jobs exceeded 70 percent, and was more than half in the remaining two industries.

As in the large industries, minorities held disproportionately high shares of the operative, laborer and service workers jobs in the SMSA as a whole and disproportionately low shares of managerial and professional jobs. Minorities fared better in craft jobs in the top ten industries than in the SMSA as a whole.

Female participation in the SMSA was equally discouraging. In the SMSA, women held 78 percent of the office and clerical jobs, and almost half of the service jobs. They held 12 percent of the managerial positions and five percent of the skilled craft jobs.

The occupational distribution of Anglos (male and female) and minorities (male and female) were highly dissimilar. Nearly three-tenths of the Anglo males were in managerial or professional jobs and another one-fifth were craftsmen. Less than one-tenth held office and cierical jobs. Conversely, only six percent of the minority males held managerial and professional jobs and 13 percent were craftsmen. The lowest proportions of Anglo males held the lowest paying blue collar and

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service jobs. Only six percent were laborers and four percent were service workers. However, 22 percent of the minority men were laborers and 11 percent were service workers.

Anglo females were concentrated in office and clerical jobs and to a lesser degree in sales and operatives jobs. Almost three-fourths of these women held such jobs while only 11 percent held managerial and professional jobs. The lowest proportion of Anglo women were in skilled craft jobs. Minority females were concentrated in clerical, operative, laborer and service jobs; over 84 percent were in these occupational categories. The lowest proportion of minority women were in managerial positions (1.4 percent).

The changes in employment patterns of minorities and women since 1970 have been varied. Between 1970 and 1972, total reported employment in the SMSA dropped by three percent, the decline occurring between 1970 and 1971, leveling off between 1971 and 1972. Total minority employment increased between 1971 and 1972. However, black employment declined each year after 1970. Female employment increased between 1971 and 1972 but did not reach the 1970 level oyerall.

White collar employment increased in all categories except clerical between 1970 and 1972, while there was a marked decline in each blue collar occupational group. The number of service jobs increased by ten percent.

In 1972, employment levels of blacks were lower than they were in 1970 in each occupational category except officials and managers. In addition, blacks were less concentrated in laboring jobs. Spanish Surnamed Americans experienced net increased in every job category during this period except operatives where total employment in the category declined ten percent. However, Spanish Surnamed Americans continued to be concentrated in the blue collar occupations.

Female employment Increased significantly in all white collar occupations except office and clerical between 1970 and 1972, although women occupied a greater percentage of the clerical positions in 1972. In 1972, the employment of women was below their 1970 level in each blue collar occupational group. The sharp rise in service workers was also experienced by women.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE CHICAGO, ILL., SMSA - 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
,		· **		
All Occupations	100.0	100.0	100.0	100.0
White Collar	51.8	15.7	71.4	43.2
Officials and Managers	17.2.	2.9	3.9	1.4
Professionals	11.1	2.8	6.5	1 4.5
Technicians	5.7 .	2.5	2.8	3.0
Sales Workers	10.4	2.9	15.1	5.1
Office and Clerical	7.4	4.5	43.3	29.2
Blue Collar	43.8	72.9	21.0	42.6
Graftsmen	18.7	12.5	1.3	2.0
Operatives	18.8	38.7	13.4	22.4
Laborers	6.3	21.7	6. 3 .	18.3
'Sarvice Workers	4.3	11.4	, 7.6	14.2

PARTICIPATION LATES AS OCCUPATIONAL DISTRIBUTIONS OF BLACK ENGLOTEES, 1970, 1971, AMD 1972

CHICAGC, ILLINCIS		,		лтата	PARTICIPATICA BATES	1165.	CCCUPA	รอบกุ้มสามาราช อาจามเหตุกาย	eredros.	
•	1970	1631	7251	ग्रहा	गडा	2251	वाहा	1251	7751	
TOTAL EMFLCYEES	* 503, 667	1,1503,667 1,454,838 1,457,701	1,457,761	15.9	15.1	14.9	0-001	0-001	1000	
WHITE CCLLAR	156,474	752,784	756,742	:	1.1	7.	1 25.7	26.5	26.9	
CFFICIALS AND MANAGERS	130,531	146,004	147,464	3-1	3.3	3.5	P. 7	2-2	2.4	
PRCFESSIONALS	115,543	115,534	117,431	3.2	H.B.	, 4°E	: :		:	
TECHNICIANS	55,715	e0, 271	\$1°084	E*6		6.	L . 2.3	5-4	2.5	
SALES ACRKERS	144,758	141, 122	150,204	7:4		0.9	4.5	- E	4-2	
OFFICE AND CLERICAL MORKERS	297,927	589,453	280,159	12.5	12-4	12.3	9-51	16.4	16.0	
etue coular	653,752	£11,077	596,114	22.5	21.5	21.4	1 61.4	92.9	59.0	
CRAFTSHEN	179,258	165,796	167,186	10.3	6.5	10.5	1.7	7.	:	•
CPERATIVES	327,153	303,332	294,126	24.3	23.5	23.8	1, 33,3	33.1	32.4	
LABCREPS	141,341	141,549	136,804	33.3	6.62	24.5	20-5	19.3	18.5	
SERVICE MCRKERS	93,401	212.02	50,572, .102,641	32.0	33.0	29.7	12-8	13.7	- <u>1</u> -	

SCURCE: ECUAL EMPLCYMENT OPPCATUMITY COMMISSION, EEC-1 RÉPORTS, 1970, 1971, AND 1972.

PARTICIPATION BATES AND OCCUPATIONAL DISTRIBUTIONS OF PENALE ENGINEES, 1970, 1971, AND 1972 (

CPICAGE, ILLINCIS			ام		PARTICIEATICN. RATES.	THE STATES	TITĀNSSS	CCCUPATICKAL DISTRIBUTION	KOTIMETE
	1970	1161	1572	0281	1251	2251	0257	ांडा -	युश
TOTAL EPFLCYEES	503,667	1,502,667 1,454,838	1,457,761	36.7	36.4	37.3	0*001	d-óo1	100.0
MITE CCLLAR	756,474	752, 784	156,142	46-1	46.0	46-7	63.2	65.4	65.1
ANAGERS	130,531	146,004	147,464	10.4	10.9	12.2	7 2.0	3.0	3,3
	115,543	115,534	117,431	1 25.1	26.0	27.72	5.2	2.5	••
TECHNICIANS	55,715	60,271	41.084	1 24.5	25.5	25.2	2.7	2.9	2-8
	144,758	141, 122	150.204	43.2	42.5	40.4	11.3	11.3	12.8
EPICAL NCAKERS	251,527	269,453	280,155	1-92	• 11.6	17.8	¥-1+	45.4	40.1
	653,792	611,077	558,118	24.2	23.1	23.5	28.6	26.6	25.9
	179,258	165, 796	167,166	5.0	4.5	•	1.6	¥=7.	1.55
	327, 153	303,332	294,126	30.3	27.1	26.4	0.81	15.9	15.4
LARGRERS	147,341	141,549	136,806	33.9	34.7	35.7	1.6	9.3	1. 0
SERVICE NÇAKEAS	93,401	50.577	102,641		46.8	47.9	:	•	7
						•			

SCIACE: EGLAL EMPLOYMENT CPFGRTUNITY CCPNISSIGN, EEC-1 AEPONTS, 1970, 1971. AND 1972.



PARTICIPATION RAIES AND OCCUPATIONAL DISTRIBUTIONS OF SPANISH SUJUNCED ÉPOLOTIES, 1970, 1971, APJ-1971

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CHICAGO, ILLINCIS				ध्यत ्र	ARTÍCIPATIDA RATES	AMES.		TIV an STO	CCUPATIONAL DISTRIBUTION	HOLIMAL	•
	P191	1191	1972	OZ ST	1261	7251		व्यक्त	. 178T .	यहाः	
TOTAL EMPLCYEES	1,503,867	1,424,638	1.457.701	3.4	3.5	5.7		100.0	100.0	100.0	1
WHITE COLLAR	756, 474	152,764	756.742	9:1 		1.1		14.7	15.0	15.4	÷
CFFICIALS AND MANAGERS	134,531	140,004	147,464	-		6.0	_	~	*	9.1	
PRCPESSIONALS	50, 715	115,934	117,631		1-1	7.7		9 4	0		
SALES MORKERS	144.755	141.122	150.204		•	1.9	,	7.7	2.2	2.4	
GFFICE AND CLEVICAL WORKED.	291, 927	289,453	480,159	7		7.		746	3	7.9	•
BLUE COLLAR	653, 792		596.116	 9.5		.0.5	- -	77.5	76.7	75.2	
CALFISHEN	179,258		167,186	~-		5.0	_	6.6	6.9	6.6	
OPERATIVES	327, 193	303,332	294:126	9.6	10.3	10.5	_	39.1	39.0	36.9	
LABGREAS	147,341		136,835	6.51		13.3	-,	29-1	7.82	20.3	
SERVICE HORKERS	93,401	90,577	102 • 841	7.9	7.3	7.7	1	7.8	1.3	4.6	
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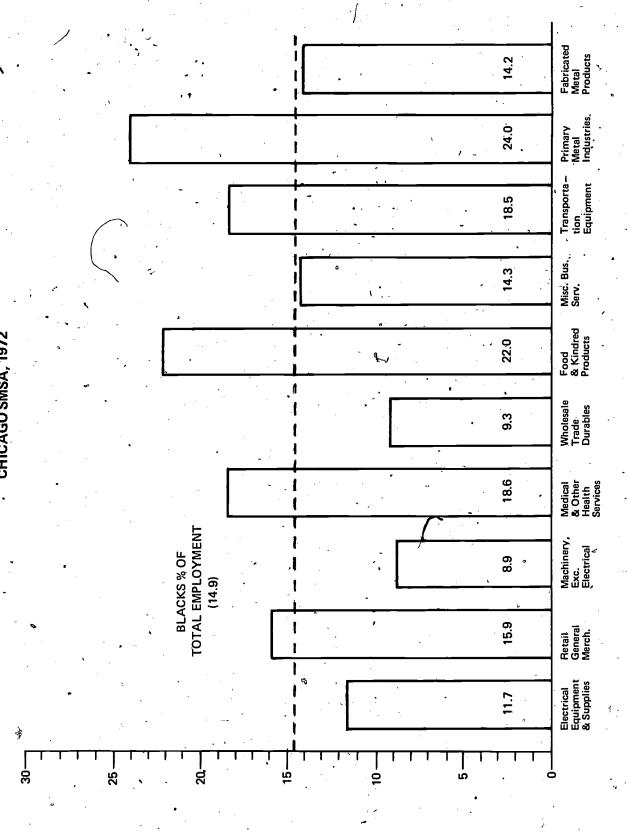
STURGET EQUAL EMPLOYMENT COPPRIENTLY COMISSION, EEG-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE CHICAGO, ILLINOIS, SMSA

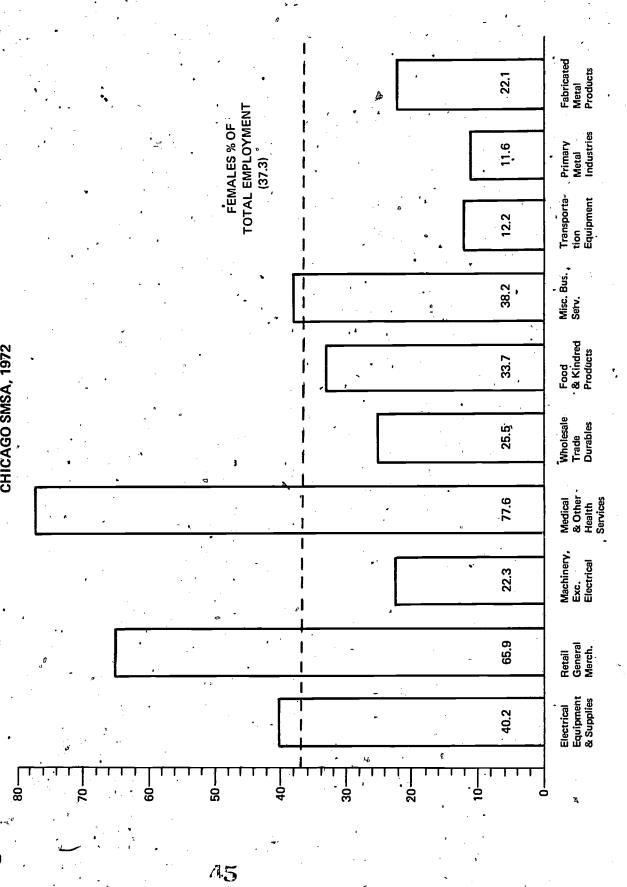
	TOTA	ELE	ELECTRICAL EQ	EQUIPMENT +SUPPLIES	UPPLIES	i	.`		•		•	
	122,933	10TAL 47.714	11,005	PROF 8,539	TECH 7.375	MKRS MKRS	CLER	TOTAL	CRAFT	OPER	LAB	SERVICE MORKERS
	,					•			106.451		11 00 12	2,07
STACK	11.7	29.9	5.1	4.2	L • • •	25.2	71.7	47.4	-	56.0	59.4	23,3
SSA		1:0		,	2.7	-	7 - 6	10.9	9.	18.3	22.2	19.6
ASIAN ARER	_	1.0	*	2.4	1:1	?						14.3
	,	:	;		:	:		:		7		Ţ.
`1								•				
MINORITY	TOTAL		2	L MERCHANDISE	SE					•		. ,
GROUP EMPL	LOYMENT	TOTAL	MGRS	PROF	TECH	WKRS	1	TOTAL	CRAFT			SERVICE
A LEG DESE.	114,327	766.08	11,393	1,431	1,528	41,085	25,500	20,655	4,135	8,242	8,278	12,735
FEMALE	65.9	75.0	30.6	32.4	7-12	A2.3	:					
BLACK	15.9	11.6	**	6.4	10-1	6.6	24.4	0.00	20.0	42.4	37.2	53.5
SSA	2 · B	1.1	•	:	2.9	4.1	2.4	4.4	*	3.4	1.5	7-1
ABIAN'AMEN	•	i,	4,1		•	•	•	9	1.0	9	5	-
	•	•	ŗ	:	•5	•	•	7.	•5	e •	-	
		. WAC	MACHINERY, EXC.	C. FI ECTRIC.								•
MINDRITY	TO:TAL	,	OFFCS		4	SALES	250					
GROUP EMP	LOYMENT	TOTAL	MGRS	PROF	ŤЕСН	MKRS	CLER	TOTAL	CRAFT	OPER	TV	MORKERS
X MMO MERE:	24247	28,894	7.764	4,172	4.445	2,670	9,843	996.05	16.746	24,173	10.047	1,382
FEMALE	22.3	26.2	2.6		6. 3	2.7	.70.3	20.2	1.2	22.0	67.7	
SCACK			• •	•	2.4	m)	3.4	12.7	6.3	13.8	20.4	16.4
ABIAIN ARCH		•		,	•	•	2.1	10.4	•	10.4	20.6	4
INDIAN	7	: -:	. 7	1	7 -	7.	:	î -	•		•	₹.
	•	•		4				:	•	:	Ą	,
,	. -	MED	CAL +OTHER	HEALTH SERVICES	VICES	•						
MI NOR! TY	TOTAL		OFFCS			SALES						
ŧ	LOYMENT	TOTAL	MGRS	PROF	TECH	MXRS	CLER	TOTAL	CRAFT	OPER	LAB	MORKERS
	78,296	41,747	4.677	20,778	9,213	280	12,499	,1961,	1,372	2,419	1,170	25,588
FEMALE	77.6	81.8	56.9	. 44	7.	11.		;	•			. ;
BLACK	18.6	10.4	6.9	5.2	19.4	0.5	13.5	28.3		20.0		7.6.7
SSA	4.7	2.7	1.5	2.3	3.7	1.2	3.2	10.5	4-2	12.4	1	7.7
THE PERSON	· ·	•	0.0	14.2	9		. 2.1	3.5	2.8	4.0	3.3	1.9
N TOP	:	:	;		~•		7.	:	7.	7.	-	7
		Can	70400									
	TOTAL		GFFCS			SALES	. 350					2047485
T.	LOYMENT 69.2%	TOTAL	MGRS	PAGE	TECH	WKRS	CLER	TOTAL	CRAFT	OPER	LAB	MORKERS
	2			78647	167 16	12.74	18,213	22,261	5,832	9,147	7,282	/ 921
FEMALE	•25•5	31.6	*	8.2	2°5	3,0	73.1	12.0	2.3	14.0	19.8	20.1
SEA CK		m r	2.4	2.6	7.6	3.5	E-9	19.0	10.3	23.0	20.9	24.6
ABIAN ANER		-	•	• :	7.7		2,3	12.8	4.	11.2	18.2	•
				4	•		7	•		•	•	i

		,		CIPATION OF IN T	PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE CHICAGO, ILLINOIS, SMSA (Cont.)	IINORITIES IN LLINOIS, SMS	A THE TOP TEN	INDUSTRIES		y .		
		HHI	, <u>, , , , , , , , , , , , , , , , , , </u>	1103	4	N O N	MORKERS	3 4 4 6	1103	ABAGE	ORKERS	
MINORITY	OTAL	F000	OFFCS	AND KINDRED PRODUCTS OFFCS		SALES	066		•			SERVICE
GROUP EMPLOYMENT	MENT	TOTAL	MGRS	PROF	TECH	EXES	CLER	TOTAL	CRAFT	0PER 17.079	LAB 15.227	MORKERS
٠.	60 T# 60	969497	704.	67917	14509	60	6114					
	33.7	37.3	8. 7	10.1	26.3	38.3	80.2	32.0	5.0	33.4	44.2	21-1
BLACK S	22.0	7.9		2.6	9.0		2° C	0. 4		34.6	9 5	9.6
			7) P	,	1	5	•	*	-	7
INDIAN	? :	: :		7			:	7	7	₹.	₹	-
•		•						:	į		•	
•		D\$IN	MI SCELL ANEOUS	BUSINESS SERVICE	ERV ICE					_		
MINORITY	TOTAL	- 1	OFFCS			SALES	9.0					SERVICE
mi F	61.513	TOTAL	MGRS 5,312	9,145	4,553	9,503	12, 772	101AG	2, 138	2,342	4.071	11,677
X WHO WERE:								. ;			. ;	;
	38.2	6.5°	10.3	12.2	60 C	59.7	2.9	21.1	•	33.9	77	30.0
BLACK	7.7		* "					9.2			15.6	5.1
ANER	[]	1.3	. °.	2.3	•		1.2	•			*:	*
INDIAN	m,	7			•	٠.	÷	1.3	:	. 2	2.5	7
		c		•			•					
		TRA	TRANSPORTATION	4 EQUIPMENT	_		į					
MINORITY THE	TOTAL		SPECS		1004	SALES		14101	CBAET	20		MORKERS
GROUP EMPLOYMENT	7 936 3,936	15,942	5,762	2,517	1,166	491	5,986	36,792	8,802	24,945	3,045	1,202
S WHO WERE:		. ;			•	,	,		•			
	12.2	20.7		9.0	٥,٠	•	2.10	2.45	101	29.0	29.5	31.8
	9.	1.2		•	1:1	7	1.1	10.4	9	10.6	21.7	:
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		-	MARY METAL	INDUSTRIES		64160	9					SERVICE
ATRONITY FINDS ON	DYRENT	TOTAL	25.5	PROF	TECH	WKRS	CLER	TOTAL	CRAFT	OPER	LAB	HORKERS
	3,015	13.898	5,553	1,484	1,519	843	664.4	38, 182	10,582	20,645	61955	935
K WHO WERE:		1	.,	,		•	4 04		ېل	F - W	15.5	15.7
		1.77	,		, ec	7		31.0	7.91	36.4	37.4	30.4
		1.3	1.2	-	1.8		1.5	10.4	5.5	1.6	19.4	5.5
	•	S	•1	2.1	1.1	••	€.	?	-:	?		7.
INDIAN	٠,	7.		7		?	:	?	?	r,	:	?
	٠,				٠.			:	,			:
		FABI	RICATED, METAL	TAL PRODUCTS	2	9	1,000					*CERVICE
AINGRITY TOTAL	YMENT	TOTAL	MGRS	PROF	TECH.	WKRS	CLER	TOTAL	CRAFT	OPER	1	HORKERS
	1,433	14,994	4.650	2,125	1,453	1,722	5,044	35,741	10,232	18,110	7,399	969
M MAG MERES	-	• 46		•	4	8,5	71.0	20.2	1.9	25.7	32.1	17.6
PLACK	14.2	2.4	1.9	1.2	9.6	.0	3.3	1.61		21.5	27.4	21.3
SSA	10.3	1.4	E • 1	•	6-1	*	1,9	14.0	•	16-0	13-1	m• •
ASTAR ANER	٠, -	•••	· -	1:4	1.1	¥ -	ę -:		: -:	7	; m	ነ ·,

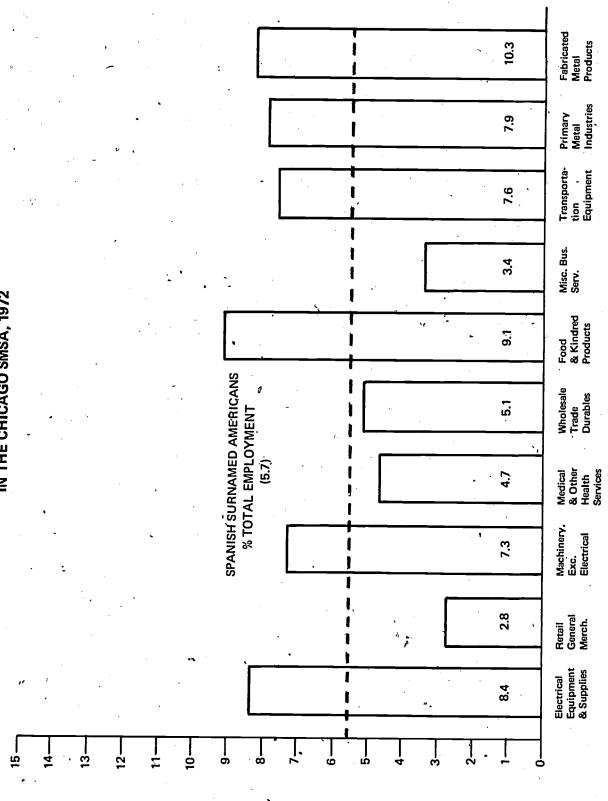
PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE CHICAGO SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE CHICAGO SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE CHICAGO SMSA, 1972



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CLEVELAND

Cleveland's metropolitan area population declined almost one percent from 1970 to 2,045 persons in 1972. More than one-half of this population was female, and about 16 percent were black.

The area's civilian labor force, 16 years and over, numbered 802,000 in 1972. About 34 percent of the SMSA labor force were females 20 years of age and over. Blacks comprised 18 percent of the SMSA labor force but 44 percent of the labor force of the central city.

Median income in 1969 for all males was \$8,930 compared with \$4,065 for females. Black males earned an average of \$7,060, 20 percent less than the SMSA average; black females averaged only \$3,744.

Males and females 25 years and older in the area had the same educational attainment, both completing 12.1 years, but females earned substantially less than males. Blacks had a lower level of completion: 10.5 years for black males and 11.0 for black females.

The disparity between the educational attainment of blacks and that of total population provides some explanation for the decidedly poorer occupational position of blacks, which is noted in the following paragraphs.

In 1972, the Equal Employment Opportunity Commission received employer reports from 1,847 establishments which employed almost 407,000 of the area's labor force. About one-half of the area's workers were in white collar jobs, and 44 percent were blue collar workers.

Black employment was 14 percent of total area employment, about the same as in 1970 and 1971. All other minority groups collectively accounted for one percent of area employment. One-third of all the Cleveland area employees were female.

Cleveland's ten largest industries employed between 12,910 and 29,4000 persons in 1972. The Medical and Other Health Services industry was the largest employer of blacks and women, absolutely as well as relatively. Females accounted for over three fourths of this industry's work force and blacks accounted for three-tenths of the work force.

Overall, blacks' representation in the top ten industries ranged from almost seven percent in the Machinery, Except Electrical industry to 30 percent in Medical and Other Health Services. In only four of the

ten largest industries did black participation exceed 14 percent, their share of the SMSA reported employment. Similarly, in only three industries did females employment exceed 30 percent. Their share of employment in each of the top ten industries ranged from eight percent in Primary Metals to 78 percent in Medical and Other Health.

Differences in educational attainment of blacks and the population as a whole are reflected to some degree in occupational employment patterns. Each of the top ten industries showed blacks holding disproportionately high shares of labor and service jobs, and in all but one of the top ten industires blacks were over-represented in operative jobs. Moreover, in only two industries did black participation in skilled craft jobs approach or exceed their overall area participation rate. One-fifth of the craftsmen in Medical and Other Services and nearly 12 percent of those in the Primary Metals Industry were black. Blacks were virtually excluded from the highest level jobs (managerial and professional) in all but one industry, Medical and Other Health, and females were virtually excluded in all but two industries, Medical and Other Health and Retail General Merchandise. In addition, females were overwhelmingly concentrated in clerical jobs in each industry without exception, holding at least half of such jobs and up to 93 percent in the above two industries.

The generalizations made about the occupational, patterns of blacks and females in the top ten industries can also be made about the SMSA as a whole. Reported employment in 1972 showed an over-representation of blacks in operative, laborer and service jobs. Women were over-employed in clerical, service and sales jobs.

An examination of occupational distribution of Anglo males and females and minority males and females reveals marked contrasts. In this area, where almost half of the jobs reported were white collar, only 15 percent of the minority males held white collar jobs. Only six percent of the minority males held managerial and professional jobs but one-fourth of the Anglo males were so classified. Moreover, about one-fifth of the Anglo males were craftsmen but only 11 percent of minority males, however, held skilled craft jobs while over two-fifths were operatives and another three-tenths were



laborers and service workers. Only one tenth of the Anglo males held laborer or service jobs.

Differences between the occupational distributions of Anglo females and minority females were not of the same magnitude as those between Anglo males and minority males. Eleven percent of the Anglo females were in managerial and professional jobs while about five percent of the minority females held such jobs. Two fifths of the Anglo females and one-fourth of the minority females held clerical jobs, and while nearly three-tenths of the minority females held service jobs, only one-tenth of the Anglo females held such jobs. The lowest proportions of both Anglo and minority females were in managerial and craft jobs, both male-dominated occupational categories. Although, one-fourth of all employees were in these job categories, only six percent of women, collectively, were so classified.

Changes in employment patterns since 1970 have generally been positive. Between 1970 and 1972, total

reported employment in the SMSA declined by nearly seven percent. Minority and female employment also declined although the percentage of females employed increased. Although there was an overall employment decline, there was were increases in employment in three job categories: managerial, professional and technical. The number of minorities and women in these three categories also increased.

Blue collar employment declined significantly. This decline was experienced by all workers. Employment in service jobs increased slightly in the SMSA. However, female employment in these jobs increased four percent between 1970 and 1972. The occupational distribution of both minorities and females did suggest changes in job concentrations; i.e. greater percentages of minorities and females in professional and technical jobs and smaller percentages of minorities in operative and laborer jobs and clerical jobs among women.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE CLEVELAND, OHIO SMSA — 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	44.4	15.4	71.0	44 7
Officials and Managers	15.1	2.8	3.6	1.6
Professionals	9.8	3.1	7.8	3.2
Technicians	5.0	, 2.3	3.9	8.2
Sales Workers	8.5	2.9	13.9	5.9
Office and Clerical	6.0	4.3	41.8	25.8
Blue Collar	51.8	71.7	20.1	28.1
Craftsmen	21.1	11.2	2.0	. 3.0
Operatives	24.3	43.3	12.4	14.7
Laborers	6.4	17.2	, Š. 7	10.5
Service Workers	3.8	12.9	8.9	,27.2

PARTICIPATION BATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EXCLOTEES, 1970, 1971, AND 1972

CLEVELANG, CHIC		à		11874	PARTICIPATION RAIES	LATES.	1117-1222 I	CCCLEATICINAL DISTRIBUTIO	MILITARI
	0151	1251	1572	9761	11.51	. 2251	व्यक्त	1257	2251
TCTAL EMPLCYEES	434,736	425,224	406,664	14.2	13.4	13.8	0.001	160-0	100.0
ENITE CCLLAR	203,681	211,202	199,573	. 6.6	5.0	7.2	21.5	25.5	25.5
PROFESSIONALS	32,714	34.018	33.665	9 69			6.1	0	
TECHNICIANS	18,227	10,015	18,560	8-1	11.8	13.4	2.7	8	4
SALES borkers	36,353	45,131	37,522	2.5	5.7	7-9	3.6	4.5	4.7
CFFICE ANC CLERICAL NCRKERS	75,286	71, 688	68,241	6-1	10.5	20.5	11.8	13.3	12.7
SLUE CCLLAR	201,260	183,760	177,151	10.5	17.2	17-5	. 60.1	55.5	55.1
CRAFTSKER	64,359	60,074	56,502	•	7.7	7.0	-	7:	7:0
CPERATIVES	105,266	24.447	50,318	51.5	20.2	20.4	36,5	33.5	32.8
LARCHERS	31,635	25, 239	30,331	7.62	1.12	56.9	15.2	14.2	14.5
SEAVICE HURKERS	25,795	30,262	28,540	38.3	35.6	36.3	11.4	18.9	19.3
•							_		

SOURCE: EGUAL EMPLOYMENT OPPCRTUNITY COMMISSIGN. EEC-1 REPORTS, 1970, 1571, AND 1572.

PARTICIPATION RAIES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

CLEVELANC, CHIC					ABIICIEALICA_EALES	EATES.	TIVANSSS	CCUPATICNAL DISIBIRUTION	MOTTURE
	1970	1441	1972	1970	गश	22.51	0251	1281	7151
TCTAL EPPLCYEES	434,736	425.224	405,664	31.5	32.9	33.2	100.0	100.0	ìoc.o
ENITE CCLLAR	263,681	211, 202	199,573	4.4	44.8	6.41	66.0	67.6	. 5. 99
PRCFESSIONALS	32,714	34,018	33,665	26.9	26.7	27.9	3	, in	0.6
MECHAICIANS	10,227	10,615	18,560	26.9	30.9	33.1	900	7 4 7	
GFFICE ANE CLEATCAL MORKERS	75,286	71, 688	68,241	25.0	76.9	1.1	41.7	39.4	39.0
BILLE CCLLIFE	201.265	163,760	177,151	15.4	15.1	16.3	9-22	20.8	21.4
CRAFISHER D D D D D D D D D D D D D D D D D D D	105/244	60,074	56,502	9 5	5 C	5.5	2-8	7°?	2.2
LACCRESS	31,635	25,235	30,331	26-0	25.4	29.0	7-5-5	150	6.5
SERVICE LCRKERS	25,755	30,262	25,540	52.7	53.6	54.5	11.5	11.6	12.1
					,				

SCURCE: ECUAL EMPLGYRENT OPPORTUNITY CCPHISSION, EEG-1 REPORTS, 1970, 1871, AND 1972.



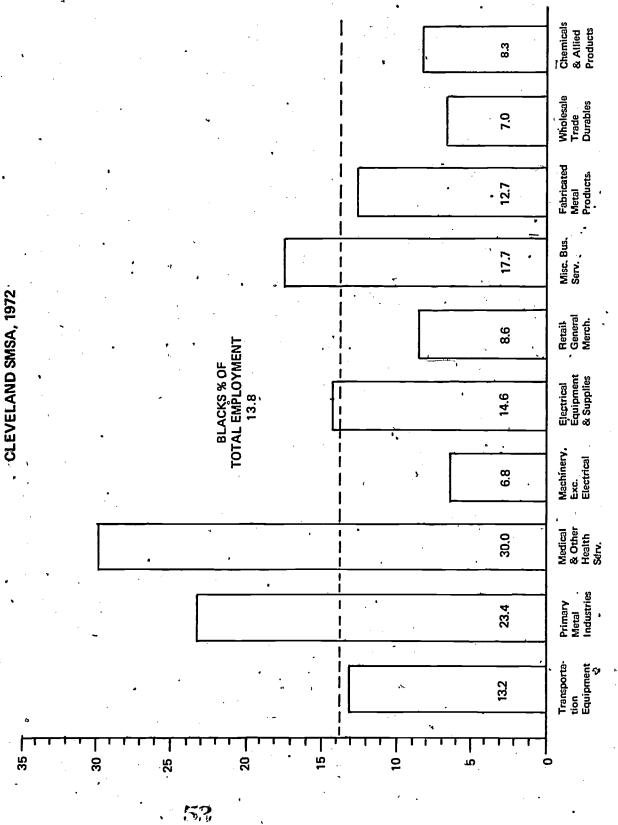
PARTICIPATION OF PENALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE CLEVELAND, OHIO, SMSA

Figs Carter Color Carter Ca		;	TRAN	TRANSPORTATION EQUIPMENT	EGUIPHENI			i					
11.2 20.6 1.0 4.4 5.8 6 77.1 16.1 4.0 20.2 6 77.1 16.1 4.0 20.2 6 77.1 16.1 4.0 20.2 6 77.1 16.1 4.0 20.2 6 77.1 16.1 4.0 20.2 6 77.1 16.1 4.0 20.2 6 77.1 16.1 4.0 20.2 6 77.1 16.1 4.0 20.2 6 77.1 16.1 4.0 20.2 6 77.1 16.1 4.0 20.2 6 77.1 16.1 7.0 20.2 6 77.1 16.1 77.2 6 77.2 6 77.1 17.1 77.2 6 77.2	. 1	E # 1	TOTAL 7.934	2,425	PRGF 1,558	TECH 919	NRRS NRRS 174	CLER 2.529	TOTAL 20.632	CRAFT 6.241	0PER 13-655	. LAB	MORKERS
11.2 11.2		•		-						•	:		
TOTAL TOTAL WORSTHES TOTAL CAMPS TOTAL TOTAL CAMPS TOTAL T	×	3.5	3.5	:	.0	3.5	•	-	1.91	,	20.6	30.2	32.3
TOTAL CONTRICT C	•	ņ,	-:			~		~	•	٠.	č.		7.
FOUNTALE			7.		٠,	•		?			7		
FORDING FORTIL FROUGRIES SALES OFF TOTAL CALAT OPER Lib MOS	ΝĒ				:	•					:		
FORTILL FORT			. PRIM	ARY METAL	[NDUSTRIES	•		•					
FOLICIVENT 10714 NGTS PROF TECH WARS CLER 10744 CARFT OPER LLAB WAS CLER 10744 CARFT OPER LLAB WAS CLER 10744 CARFT OPER LLAB WAS CLER 177 19-9 9-1 1-0 3-5 9-5 9-5 9-5 9-5 9-5 9-5 9-5 9-5 9-5 9		JTAL		OFFCS			SALES	FF	•				SERVICE
E	E	(ENT	TOTAL	MGRS	PROF	TECH	MARS	CLER	TOTAL	CRAFT	OPER	LAB	MURKERS
1.0 1.0		2	***	14047	70141	708			040 07	16000	416317	24.40	•
Fig. 1234 3.6 3.7 3.5 3.6		7.7	19.9	6.	*:		5.9	44.3	3.0	1.0	3.9	3.5	:
TOTAL PROTECTION PROTECTI		23.4	3.8	3.2	1.7	3.5	•	5.6	31.0	11.6	34.9	50.6	25.6
FREE TOTAL		•:	:	:	•	?		?	1.2	•	::	5.0	-
TOTAL DEFCS SALES OFF TOTAL CRAFT OPER LAB 18.770 18.714 18.715 1	ASIAN AREX		7.		•	•				:		•	•
TOTAL MEDICAL-OTHER HEALTH SERVICES SALES OFF TOTAL CAAFT OPER LAB 28,770 11,007 403 469 716 681 716 7174 7174 7174 7174 7174 7174 7174	S	•				:							
Fig. 18.17 Fig. 18.18 Fig			103W	CAL+OTHER	HEALTH SEA	tv ICES							
FERLONKENT TOTAL NGAS PROF FECH NARS CLER TOTAL CAFF OPER LAB	UNDRITY TO	<u>1</u> 7		OFFCS			SALES	OFF					SERVICE
Fig. 1 Fig. 2 Fig. 2 Fig. 3 F	GROUP ENPLOYS	ENT	TOTAL	MGRS	PROF	TECH	SER	CLER	TOTAL	CRAFT	0 PER	LAB	MORKER
TRIL 81.9 55.9 77.6 55.6 34.3 12.5 21.5 44.9 20.3 44.9 58.7 TOTAL MUCHINERY, EXC. ELECTRICAL SALES DFF TOTAL CRAFT DPFR LAB	107			0000	11300	21.53	90	•		2	000		2
30.0 17.5 9.0 5.0 34.3 12.5 21.5 44.9 20.3 44.9 58.7		1.57	61.9	55.9	17.6	85.6	55.8	95.9	42.6	11.4	45.I	57.8	77.
TOTAL CRAFT COPERATOR CR		30.0	17.5	0.0	2.0	34.3	12.5	21.5	6.44	20-3	44.9	58.7	35
TOTAL MACHINERY, EXC. ELECTRICAL SALES OFF TOTAL CRAFT OPER LAB CRAFT TOTAL MACHINERY, EXC. ELECTRICAL SALES OFF TOTAL CRAFT OPER LAB CRAFT TOTAL MACKS CLER TOTAL CRAFT OPER LAB CRAFT TOTAL MACKS CLER TOTAL CRAFT OPER LAB CRAFT TOTAL MACKS PROF TECH WARS CLER TOTAL CRAFT OPER LAB CRAFT OFF TOTAL OFF TOTAL MACKS PROF TECH WARS CLER TOTAL CRAFT OPER LAB CRAFT OFF TOTAL CRAFT OPER LAB CRAFT OFF TOTAL CRAFT OPER LAB CRAFT OFF TOTAL MACKS PROF TECH WARS CLER TOTAL CRAFT OPER LAB CRAFT OFF TOTAL MACKS PROF TECH WARS CLER TOTAL CRAFT OPER LAB CRAFT OFF TOTAL MACKS PROF TECH WARS CLER TOTAL CRAFT OPER LAB CRAFT OFF TOTAL MACKS PROF TECH WARS CLER TOTAL CRAFT OPER LAB CRAFT OFF TOTAL MACKS PROF TECH WARS CLER TOTAL CRAFT OPER LAB CRAFT OFF TOTAL MACKS PROF TECH WARS CLER TOTAL CRAFT OPER LAB CRAFT OFF TOTAL MACKS PROF TECH WARS CLER TOTAL CRAFT OPER LAB CRAFT OFF TOTAL MACKS PROF TECH WARS CLER TOTAL CRAFT OPER LAB CRAFT OFF TOTAL MACKS PROF TECH WARS CLER TOTAL CRAFT OPER LAB CRAFT OFF TOTAL MACKS PROF TECH WARS CLER TOTAL CRAFT OPER LAB CRAFT OFF TOTAL MACKS PROF TECH WARS CLER TOTAL CRAFT OPER LAB C		• •	٠,٠	•	* · ·	eo 0		'n.	!:I	ņ	9.	•	•
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TOTAL MACHINERY, EXC, ELECTRICAL SALES OFF TOTAL CRAFT OPER LAB 27.329 10.642 2.630 1.625 1.739 613 3.635 14.114 7.171 7.423 1.520 1.520 6.64 6.5 6.64 6.55 1.73 6.64 6.64 6.55 1.73 6.64 6.65 1.73 6.64 6.65 1.73 6.64 6.65 1.73 6.64 6.65 1.74 6.65 1.75 1.75 1.75 1.75 1.75 1.75 1.75 1.7										•			
FULL CHARL CHECK SALES CLER TOTAL CRAFT CPER LAB			MACH	INERY, EXC		.				-			
EMPLOYNEYT TOTAL NGRS PROF TECH NRRS CLER TOTAL CRAFT OPER LAB 27,329 10.642 2,830 1,625 1,739 813 3,635 16,1114 7,171 7,423 1,520 15.4 25.6 1.9 3.0 2,6 6,4 9.5 4,6 1,17 7,423 1,520 15.4 25.6 1.9 3.0 2,6 6,4 9.5 4,6 1,17 7,423 1,520 15.4 25.6 1.9 3.0 2,5 6,4 9.5 4,6 1,17 7,423 1,520 15.4 25.6 1.9 3.0 2,5 6,4 9.5 4,6 1,17 7,423 1,520 15.4 25.6 1.9 3.0 2,5 6,4 9.5 6,4 9.5 6,5 16.5 2.1 1.6 3.4 9.1 2,4 6,4 1,1 2,4 16.5 2.1 1.6 3.4 9.1 2,4 6,4 1,1 2,4 16.5 2.1 1.6 3.4 9.1 2,4 16.5 3.5 1.3 3.4 6,4 1,1 2,4 16.5 3.5 3.5 3.5 3.5 3.5 16.5 3.5 3.5 3.5 3.5 16.5 3.5 3.5 3.5 3.5 16.5 3.5 3.5 3.5 16.5 3.5 3.5 3.5 16.5 3.5 3.5 3.5 16.5 3.5 3.5 3.5 16.5 3.5 3.5 3.5 17.5 3.5 3.5 3.5 18.6 5.1 3.5 18.6 5.1 5.5 18.7 5.7 5.7 18.8 5.7 5.7 19.8 5.7 5.7 19.8 5.7 5.7 19.8 5.7 5.7 19.9 5	INDRI TY TO	JTAL		OFFCS			SALES	OFF					SERVICE
E 15.4 25.6 1.9 3.0 4.5 2.5 0.1 8.5 2.7 11.4 21.2 20.9 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5	GROUP EMPLOY	MENT.	TOTAL	M GR S	PROF	TECH	KKRS	CLER	TOTAL	CRAFT	OPER	2 E	HORKER
15.4 25.6 1.9 3.0 4.5 2.5 67.1 8.5 2.7 11.4 21.2 15.4 25.6 1.9 3.0 4.5 2.5 6.4 9.5 4.6 11.7 20.9 15.5 1.5 2.3 3.4 3.4 3.4 3.4 15.5 15.5 3.5 1.5 3.5 1.5 3.5 15.5 15.5 1.5 3.5 1.5 3.5 15.5 15.5 1.5 3.5 1.5 3.5 15.5 25.1 1.6 3.4 0.1 24.9 02.0 21.1 3.6 21.4 21.5 15.5 25.1 1.5 3.5 1.5 3.5 1.5 3.5 15.5 25.1 3.5 3.5 3.5 3.5 3.5 15.5 3.5 3.5 3.5 3.5 3.5 15.5 3.5 3.5 3.5 3.5 3.5 15.5 3.5 3.5 3.5 3.5 15.5 3.5 3.5 3.5 3.5 15.5 3.5 3.5 3.5 15.5 3.5 3.5 3.5 15.5 3.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 3.5 15.5 3.5 15.5 3.5 3.5 15.5	S MMD WERE:	367	7000		57041	F7		659	.11101			03641	
Color Colo		15.4	25.6	1.9	3.0	4.5	2.5	67.1	8.5	2.7	11:4	21.2	=
HER 35 .3 .4 .6 .8 .13 .4 .4 .7 .6 .8 .13 .4 .5 .2 .2 .2 .2 .2 .2 .2 .2 .2 .2 .2 .2 .2		9.0	2.4	•7	6	5. 6	•	*;	9.5	••	11.7	20.9	18.5
ERECTRICAL EQUIPMENT *SUPPLIES		٠. ا	m,		m į	m, f	•	•	٠.	۰	7	1.3	۳.
ELECTRICAL EQUIPMENT -SUPPLIES SALES OFF TOTAL CRAFT OPER LAB CA-133 7.449 2.336 1.335 1.032 6.11 2.135 18.012 4.782 10.615 2.615 15.2 22.1 1.8 3.4 8.1 24.9 62.0 21.1 3.8 21.4 51.7 14.6 3.5 2.3 1.5 3.9 1.3 6.4 18.6 5.1 22.6 27.5 14.6 3.5 2.0 3.0 3.2 3.0 3.0 3.2 3.0 3.0 3.2 3.0 3.2 3.0 3.2 3.0 3.2 3.0 3.2 3.0 3.2 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0		? ;	•	?.	5•1	m, h	•	۰,	· -	٧.	٠.	۰,۰	
TOTAL GUIPMENT *SUPPLIES SALES OFF TOTAL CRAFT OPER LAB 26,133 7,449 2,336 1,335 1,432 611 2,135 18,012 4,782 10,615 2,615 15 26,13 1,449 2,336 1,335 1,432 611 24,9 62.0 21,1 3,8 21,4 51,7 14,6 3,5 2,3 1,5 3,9 1,3 0,4 18,6 5,1 22,6 27,5 14,6 1,5 3,9 1,3 0,4 18,6 5,1 22,6 27,5 14,6 1,5 3,9 1,3 0,4 18,6 5,1 2,6 27,5 1,4 1,5 3,7 2,4 1,4 1,5 1,5 1,5 1,5 1,5 1,5 1,5 1,5 1,5 1,5		:	:			:	:	;	:	:	:	•	•
EMPLOYMENT TOTAL WIRES PROF TECH NAMES CLER TOTAL CRAFT OPER LAB 20.133 7.449 2.336 1.335 1.032 611 2.135 18.012 4.782 10.615 2.615 15: 21.2 22.1 1.8 3.4 8.1 24.9 62.0 21.1 3.8 21.4 51.7 14.6 3.5 2.3 1.5 3.9 1.3 0.4 18.6 5.1 22.6 27.5 14.6 3.5 2.3 1.5 3.9 1.3 0.4 18.6 5.1 22.6 27.5 14.7 2.4 2.5 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0	***		ELEC	TRICAL EG	JIPHENT +S	UPPL TES			•		:		
	GROUP EMPLOYS	AENT	TOTAL	25.5	FROF	TECH	NEES		TOTAL	CASET	9300	•	SERVIC
21.2 22.1 1.8 3.4 8.1 24.9 62.0 21.1 .3.8 21.4 51.7 14.6 3.5 2.3 1.5 3.9 1.3 6.4 18.6 5.1 22.6 27.5 1.4 18.6 5.1 22.6 27.5 1.4 18.0 5.1 22.6 27.5 1.4 5.1 5.1 5.1 5.1 5.1 5.1 5.1 5.1 5.1 5.1	92	.133	7.449	2,336	1.335	1.032	119	2, 135	16,012	4 . 782	10.615	2.615	124 P
21-2 22-1 1-8 3-4 8-1 24-9 62-0 21-1 3-6 21-4 14-6 3-5 2-3 1-5 3-9 1-3 6-4 18-6 5-1 22-4 14-6 14-6 1-5 3-6 3-1 3-6 3-1 3-6 3-6 3-6 3-6 3-6 3-6 3-6 3-6 3-6 3-6													;
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KER 1.2 .2 .2 .1 .1 .2 .2 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1		0 .	C • C	;		6° M	1:3	•	18.6	5.1	22.6	27.5	30.8
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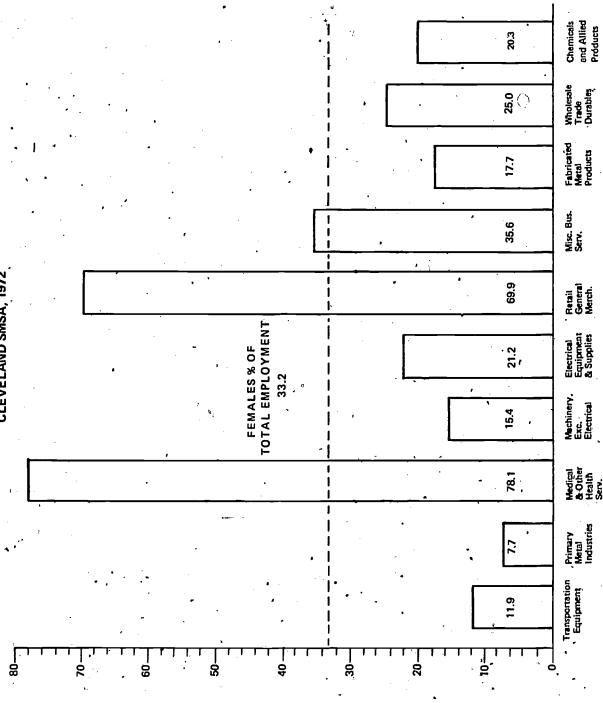
PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE CLEVELAND, OHIO, SNSA (Goat.)

FULL GRIGHAL MERCHANOISE JACKS 1905 TECH WASS CLEB 27939 1975 1971 1971 1972 1971 1972 1971 1972 1972													
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19.14 19.1		,	:										
1944 1944	MINORITY	TOTAL	KET	AIL GENERAL OFFCS	MERCHAND		SALES	0.56					SERVIC
The color of the	1000	25,549	19,439	2,854		183	12.268	CLER 4.000	TOTAL	CRAFT	OPER	TAB	MORKER
The color of the	ENO WERE:		,							•	07011	41413	34 1.6
The contract of the contract	BI ACK			34.1	7.8.	32.3	61.9	92.9	29.3	•	36.7	38.0	61.
TOTAL NUSCELLAMEGUS BUSINESS SERVICE SALES CLER TOTAL CAMPT OPER LAD COPPES SALES CLER TOTAL CAMPT OPER LAD COPPES SALES CLER TOTAL CAMPT OPER LAD COPPES SALES CLER TOTAL CAMPT OPER LAD CAMPT	SSA	~	?	7		•			•	0.9	••	14.4	:
TOTAL WISCELLAMEGUS GUSTIMESS SERVICE SALES CLER TOTAL CLARF COPE LAB COPE CLARF CLARF COPE CLARF COPE CLARF C	ASLAN AMEA		: -:	:	:	•		,	:-	ę -	ů.		•
1074	INDIAN		1					!	:	:	4	:	•
TOTAL MISCELLANGOUS STANTES STANTES CLER TOTAL CRAFT CRAFT CAPE									•				٠
17-15 10.14 1.652 2.40 1.150 544 2.601 1.7627 2.270 3.596 1.155	TRUETTY	10741)SIM	ELLANEOUS	BUSINESS	SERVICE .	[
20-555 9-190 1-642 2-476 1-597 594 2-691 7-625 2-276 3-1906 1-1-100 1-10	GROUP EMP	LOYMENT	TOTAL	200	PROF	TECH	SALES	10.0	101	19000			SERVIC
13.6 32.6 4.9 5.6 12.1 11.3 97.0 37.5 3.0 65.5 54.7 55.3 2.9 2.2 6.0 2.7 9.6 25.0 6.5 24.0 65.5 1.8		20,555	9,190	1,642	2,476	1.587	594	7.891	7.620	2,278	, OF ER	LAB	HORKER
17.7 32.6 2.9 5.0 12.1 11.3 17.0 37.5 3.0 65.5 54.7 17.7 2.4 2.2 2.4 2.2 2.7 2.4 17.1 17.2 2.4 2.2 2.4 17.1 2.4 2.2 2.4 2.4 17.2 2.4 2.4 2.4 2.4 17.3 2.5 2.052 2.032 2.3 17.4 2.4 2.1 3.4 9.9 3.2 7.14 17.7 2.4 2.1 3.4 9.9 3.2 7.14 17.7 2.4 2.1 3.4 9.9 3.2 7.14 17.7 2.4 2.1 3.4 9.9 3.2 7.14 17.7 2.4 2.1 3.4 9.9 3.2 7.14 17.7 2.4 2.1 3.4 9.9 3.2 7.14 17.7 2.4 2.1 3.4 9.9 3.2 7.14 17.7 2.4 2.1 3.4 9.9 3.2 7.14 17.7 2.4 2.1 3.4 9.9 3.2 7.14 17.7 2.4 2.1 3.4 9.9 3.2 7.14 17.7 2.4 2.1 3.4 9.9 3.2 7.14 17.7 2.4 2.4 3.4 3.4 3.4 19.922 12.797 2.407 1.203 9.9 3.691 4.496 6.607 1.754 3.543 1.510 2.5 3.4 3.4 3.5 3.4 3.4 3.5 3.4 3.5 17.7 2.4 3.4 3.4 3.4 3.4 3.5 17.7 2.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 17.7 2.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 17.7 2.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 17.7 2.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 17.7 2.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 17.7 2.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 17.7 2.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 17.7 2.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 17.7 2.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 17.7 2.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 3.4 17.7 2.4 3.4	MHO MERE:	;						•			040	CC / 1	20.0
TOTAL TOTAL NOTES PRODUCTS WHOLESALE TRADE DURANLES TOTAL NOTES ALES OFF TOTAL NOTES ALES ALES OFF TOTAL NOTES ALES OFF TOTAL NOTES ALES ALES OFF TOTAL NOTES ALES ALES OFF TOTAL NOTES ALE TRADE DURANCES	PERRIE	35.6	32.6	6 (9.6	15.1	11.3	87.0	37.5	3.0	65.5	24.7	39.
TOTAL OFFICE METAL PAGDUCTS TOTAL ME	44	•		٠,	7.7	9	2.7	9.6	25.0	6.5	24.0	46.5	33.
FABRICATED METAL PRODUCTS 17-1 20-24-0 6-25-5-4 6-25-5-4 6-25-5-4 6-25-5-4 6-25-5-4 6-25-5-4 6-25-5-4 6-25-5-4 6-25-5-4 6-25-5-4 12-7 12-7 12-7 12-7 12-7 12-7 12-7 12-7	ASTAN ANTR		•	7.	•	~ •	7.	:	₹.	9.	٠.	1.6	-
TOTAL OFFICEATE PRODUCTS SALES OFF TOTAL CAAFT OFFE LAB 12,739 1,973 1,974 1,9	MAICHI		:	y .	F.	"		•	∹ "	-:-	٦,	m, i	•
TOTAL TOTAL MGRS METCATED METAL PRODUCTS SALES OFF						:			:	:	•	•	
17.74 10.744 10.754 10	•		FABR		AL PRODUCT	ñ							
17.74	INDRI 17	TOTAL		OFFCS			SALES	96					SEBUTCE
17.7 26.4 2.1 3.4 9.9 3.2 70.2 13.8 2.3 16.6 28.7 17.7 26.4 2.1 3.4 9.9 3.2 70.2 13.8 2.3 16.6 28.7 18.6 3.3 3.4 9.9 3.2 70.2 13.8 2.3 16.6 28.7 18.6 3.3 3.4 3.4 9.9 3.2 70.2 13.8 2.3 16.6 18.6 3.8 3.8 3.8 3.8 3.8 3.8 18.6 3.8 3.8 3.8 3.8 3.8 3.8 18.6 3.8 3.8 3.8 3.8 3.8 18.6 3.8 3.8 3.8 3.8 3.8 18.6 3.8 3.8 3.8 3.8 18.6 3.8 3.8 3.8 3.8 18.6 3.8 3.8 3.8 3.8 18.6 3.8 3.8 3.8 3.8 18.6 3.8 3.8 3.8 18.6 3.8 3.8 3.8 18.6 3.8 3.8 3.8 18.6 3.8 3.8 3.8 18.6 3.8 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.6 3.8 3.8 18.7 3.8 3.8 18.8 3.8 3.8 18.8 3.8 3.8 3.8 3.8 3.8 3.8 3.8 3.8 3.8 3.8	10000	20.240	TOTAL	MORS	PROF	TECH	ERRS	CLER		CRAFT	OPER	1.46	MORKER
17.7 26.4 2.1 3.4 9.9 3.2 70.2 13.8 2.3 16.6 20.7 12.7 3.4 2.1 .	WHO WERE:	•	06740	760.7	423	248	686	2,144		4.396	7,369	1,973	246
12.7 3.4 2.1 .9 4.0 .2 6.3 16.7 7.0 21.3 20.7 1.0 1.2 6.6 1.0 1.2 6.6 1.0 1.2 6.6 1.0 1.2 6.6 1.0 1.2 6.6 1.0 1.2 6.6 1.0 1.2 6.6 1.2 1.0 1.2 6.6 1.2 1.0 1.2 6.6 1.2 1.0 1.2 6.6 1.2 1.0 1.2 6.6 1.2 1.0 1.2 6.6 1.2 1.0 1.2 6.6 1.2 1.2 1.2 1.2 1.2 1.2 1.2 1.2 1.2 1.2	FEMALE		26.4	2.1	3.4	6-6	3.2	70.2				;	
TOTAL WINDLESALE FRADE DURABLES SALES OFF TOTAL OFFICE SALES OFF TOTAL OFFI SALES OFFI SA	SLACK		3.4	2.1	.	••	~	6.3	16.7	2	57.2	70.7	
TOTAL WINDLESALE FRADE DURABLES TOTAL OFFICE SALES GEF 19-922 12,797 2.467 1,203 940 3,691 4,996 6,607 1,754 3,543 1,510 25.0 30.9 4.6 4.4 3.5 14.4 71.7 14.3 4.8 13.8 26.3 7.0 3.6 4.6 1.9 1.8 5.1 3.6 5.2 12.0 6.4 12.2 17.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1	55A		m. 1	•	?	,	٠,	•	2.2	0.1	1.7	9.9	
TOTAL WHOLESALE TRADE DURABLES SALES OFF 19-722 12-797 2-467 11-203 940 34-916 64-807 11-754 31-543 14-510 25-0 30-9 4-6 4-4 3-5 11-4 4-496 64-807 11-754 31-543 14-510 7-0 30-9 4-6 4-4 3-5 11-4 4-496 64-807 11-754 31-543 14-510 7-0 30-9 4-6 4-4 3-5 11-203 64-8 11-7 14-3 64-8 13-7 14-510 7-0 30-9 4-6 4-4 3-5 11-7 14-3 64-8 11-7 14-3 64-8 13-7 14-510 7-0 30-9 4-6 4-4 3-5 11-7 14-3 14-3 14-3 14-3 14-3 14-3 14-510 7-0 30-9 4-6 4-4 1-4 1-9 7-5 9-5 7-5 13-9 7-5 5-6 7-5 11-7 14-3 14-510 7-0 30-9 4-6 4-4 1-4 1-4 1-4 1-4 1-7 1-1 14-3 14-5 14-5 14-5 14-5 14-5 14-5 14-5 14-5		.	•	•	٠.	1:3		∹	τ:	7.	7	7	•
VACUE SALE TRADE DURABLES		:	:	:			خصح	;	₹.	•	-:	£.	
TOTAL OFF CALE DATABLES OFF TOTAL CRAFT OPER LAB CONFERT TOTAL NGRS PROF TECH NRRS CLER TOTAL CRAFT OPER LAB 1,510 1,754 1,754			Š	Ecol E vie and									
19-72 12-797 2-467 1-203 940 3-691 4-496 6-607 1-754 3-543 1-510 25-0 30.9 4-6 4-4 3-5 1-44 71-7 14-3 4-8 13-8 26-3 7-0 3-8 1-9 1-6 5-1 3-8 5-2 12-0 6-4 12-2 17-7 7-0 3-8 1-9 1-6 5-1 3-8 5-2 12-0 6-4 12-2 17-7 7-0 3-8 1-9 1-6 5-1 3-8 5-2 12-0 6-4 12-2 17-7 7-0 3-8 1-9 1-9 1-9 1-9 1-9 7-0 1-1 1-1 1-1 1-1 1-1 1-1 1-1 7-0 1-1 1-1 1-1 1-1 1-1 1-1 1-1 7-0 1-1 1-1 1-1 1-1 1-1 7-0 1-1 1-1 1-1 1-1 7-0 1-1 1-1 1-1 7-0 1-1 1-1 1-1 7-0 1-1 1-1 1-1 7-0 1-1 1-1 7-0 1-1 1-1 7-0 1-1 1-1 7-0 1-1 1-1 7-0 1-1 1-1 7-0 1-1 1-1 7-0 1-1 1-1 7-0 1-1 1-1 7-0 1-1	INDRI TY	TOTAL		DEFTS					,				
19.922 12.797 2.467 1.203 7.940 3.091 4.486 6.014 CAAF1 0.0FR 14.8 25.0 30.9 4.6 4.4 3.5 14.4 71.7 14.3 4.8 1.54 3.543 1.510 7.0 3.4 1.9 1.0 5.1 3.1 14.4 71.7 14.3 4.8 12.2 12.0 6.4 12.2 1.7 1.7 1.4 1.2 1.2 1.7 1.4 1.2 1.2 1.7 1.4 1.4 1.4 1.4 1.4 1.4 1.4 1.4 1.4 1.4	CAOUP END	OYMENT	TOTAL	2 2 2		7	346.53	5					SERVICE
25.0 30.9 7.0 3.8 1.9 1.0 1.0 3.8 1.9 1.0 3.8 1.9 1.0 3.8 1.9 1.0 3.8 1.9 1.0 3.8 1.9 1.0 3.8 1.9 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0		19,922	12,797	2.467			1.601	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1014	CXAFT	OPER	LAB	MORKERS
25.0 30.9 4.6 4.4 3.5 15.4 71.7 14.3 4.8 13.8 26.3 7.0 7.0 3.8 13.8 26.3 7.0 3.8 13.8 26.3 7.0 3.8 13.8 26.3 12.0 6.4 12.2 17.7 14.3 4.8 13.8 26.3 17.7 14.3 4.8 13.8 26.3 17.7 17.7 14.3 4.8 13.8 13.8 13.8 13.8 13.8 13.8 13.8 13	MHO WERE:					:			200	1013	31343	016	316
7.0 3.8 1.9 1.0 5.1 3.8 5.2 12.0 6.4 12.2 17.7 7.2 2.2 2.2 2.2 2.2 17.7 7.2 2.2 17.7 7.2 2.2 2.2 2.2 2.2 2.2 2.2 2.2 2.2	FEMALE		30.9	4.6	;	3.5	14.4	71.7	14.3	4.4		26.3	9
TOTAL CHEMICALS AND ALLIED PRODUCTS 20.3 28.7 1.9 7.5 9.5 2.5 84.2 8.9 5.26 1.731 2.027 1.216 2.1 6.0 2.9 7.2 13.9 7.3 16.3 19.0 7.3 1.9 7.5 9.5 7.9 7.2 13.9 7.3 16.3 19.0 7.3 1.9 7.5 9.5 7.5 84.2 8.9 7.5 7.5 8.9 7.5 7.5 8.9 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5	BLACK		3.8	1.9	1.6	5.1	3.6	5.2	12.0	9	12.2	17.7	
TOTAL CHEMICALS AND ALLIED PRODUCTS TOTAL CHEMICALS AND ALLIED PRODUCTS EPPLOYNENT TOTAL WGRS PROF TECH WARS CLER TOTAL CRAFT OPER LAB 12,910 7,317 2,057 1,343 734 970 2,213 5,296 1,793 2,287 1,216 20,3 28,7 1,9 7,5 9,5 2,9 84,2 8,9 5,5 5,6 27 5 8,3 3,7 1,5 2,1 6,0 9,9 7,2 13,9 7,3 16,3 19,0 MER 4 4 4 4 5 7 5 7,2 13 7,3 16,3 19,0	254		÷.		•		-	~	•	~	*	•	
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PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE CLEVELAND SMSA, 1972



DALLAS

The 1972 population of the Dallas SMSA was 2.4 million. The black population was about 16 percent of the total population; the population of Spanish Su/named American was almost seven percent.

Sixty-eight percent of the SMSA civilian population was, in the labor force in 1972. About two-thirds of the black population was working or actively seeking work. These workers comprised 11 percent of the labor force. Females accounted for about 39 percent of the labor force.

Median income in the SMSA in 1969 for males was \$7,717; for females, half of that. However, the median income for black males was only \$4,818 and \$6,051 for Spanish Surnamed American males. Minority women, particularly black and Spanish Surnamed, had very low median incomes—\$2,722 and \$3,269, respectively.

Educational attainment of males and females of the same race/ethnic group was not significantly different although earnings differentials may suggest otherwise. Median school years completed for all persons 25 years and older in the SMSA was 12. For blacks it was 10 with black females completing 10.6 years, half a year more than black males. For Spanish Surnamed Americans median school years completed was 9.4 for males and 9.1 for females.

The factors of income and education were reflected in the employment patterns of the minority race/ethnic groups but not on a male/female basis. With almost the same educational backgrounds within race/ethnic groups, males somehow seemed to get the better jobs and thus have higher average earnings. Minorities and women were also concentrated in industries where average earnings were low.

Employment in the ten largest industries, based on EEO-1 data, accounted for 57 percent of all reported employment. These ten industries accounted for 57 percent of the black employment, 39 percent of the Spanish Surnamed American employment and 61 percent of all female employment. Black employment in the SMSA was 13 percent of total reported employment, Spanish employment was six percent and females were 37 percent of the work force.

Among the ten largest industries, females held more than half of employment in Retail General Merchandise, Insurance Carriers, Medical and Other Health Services and Communication.

However, in spite of the larger share of jobs held by women in these industries, they were highly visible in clerical jobs. They held from 88 to 96 percent of the clerical positions in these four industries.

Blacks held more than 13 percent (exceeding their representation in the labor force) of the jobs in four industries: Medical and Other Health Services, Food and Kindred Products, Miscellaneous Business Service and Electrical Equipment and Supplies. In each of these industries, blacks' share of operative, laborer and service jobs exceeded their overall participation in the industry's work force.

In only one of the largest ten industries did Spanish Surnamed Americans' share of jobs exceed their representation in the SMSA reported work force. Spanish Surnamed Americans held one-tenth of the jobs in the Food and Kindred Products industry; their occupational pattern in that industry was slightly better than in most of the other nine industries. Spanish Surnamed Americans had greater penetration in the managerial and skilled craft occupations there than in other industries.

Employment patterns of minorities and females were similar to those in the ten largest industries. The SMSA, work force was predominantly white collar. Fifty-seven percent of the workers were employed in white collar jobs, 37 percent were blue collar workers and the remaining six percent were service wotkers. The occupational patterns within the SMSA between the sexes both collectively and by race/ethnic group differed significantly. The female work force was characteristically more white collar and the Anglo female work forcé was even more white collar. Proportionately, more Anglo females were in each of the white collar occupational groups than minority femaleswith one exception: one-fourth of the Asian American females were professionals compared with five percent of the Anglo females. Parity almost existed in the proportion of minority and Anglo female technicians. Black and Spanish Surnamed American females were much more likely to be operatives than were other minority groups.

The occupational patterns of blacks and Spanish were similar with Spanish Surnamed Americans having the edge in their penetration of the white collar job market, except cletical, and the skilled craft jobs. Blacks were



heavily concentrated in blue collar occupations particularly operatives and laborers. Almost 60 percent were blue collar workers; half of all blacks were in the latter two job categories. Although one-fifth of all blacks held white collar jobs, only 15 percent of the black males were so classified compared with 61 percent of the Anglo males.

Spanish Surnamed Americans also comprised a predominantly blue collar work force. About two-thirds were blue collar workers, 56 percent were classified as operatives and laborers. With respect to the white collar occupations, almost half of the Spanish Surnamed white collar workers were in clerical occupations. Nine percent of the Spanish workers were service workers.

Positive change in occupational patterns has occurred since 1970. Total Reported employment in the Dallas SMSA increased ten percent between 1970 and 1972. Minority employment grew more rapidly at a rate of 14 percent. Female employment increased by nine percent. Employment in each of the occupational groups

increased during this period, the greatest relative increase occurring in the service jobs. There was a decided shift in the concentration of blacks from operative, laborer and service jobs to skilled craft jobs in addition to each of the white collar occupations.

Although the concentration of Spanish workers also shifted generally to white collar jobs, except clerical, and away from operative and laborer jobs, the greatest movement was to a greater concentration in skilled craft jobs.

Changes in female employment were rather varied. Although white collar concentration, overall, did not change, there were proportionately fewer women in clerical and sales jobs in 1972 than in 1970. The changes in occupational position of minority females were substantial. White collar concentration went from 21 percent to 32 percent. The change was mostly in clerical occupations. The percent of minority female laborers dropped from 19 percent to eight percent.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE DALLAS TEXAS, SMSA - 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females .
All Occupations	100.0	100.0	ديت 100.0	100.0
White Collar	61.0	17,7	73.0	· 31.9
Officials and Managers,	18.5	3:3	3.4	· .9
. Professionals	15.0	2.4	5.1	1.7
Technicians	8.4	2.9	4.5	4.0.
Sales Workers	12.7	4,5	10.5	4.1
Office and Clerical	6.4	4.6	49.5	21.2
	•	•	44	
Blue Collar	. 36.1	67.2	. 22.0	49;0
Craftsmen	.15.5	' 13.3	2,2	. 2.9
Operatives	15.5	30.7	17.3	37.8
Laborers	. 5.1	∞23.3	2.5	8.3
Service Workers	2.9	15.1	5.0	19.1

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF PENALE EMPLOYEES, 1970, 1971, AND 1972

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	01910	1911	1972	<u> व्य</u> हा	गंडा	2151	0251	1251	7751
1 TOTAL EMPLICYEES	215,665	250,420	352,667	37.2	35.8	36.7	100.0	100-0	100.0
WHITE CCLLAR	181,451	167,525	201,875	42.3	43.1	41.2	9.4.9		64.3
OFFICIALS AND MANAGERS	30,644	30, 430	38,473	9.6	6.6	9.7.	2.3	2.9	2.9
PRCFESSTENALS	33,265	29,477	34,102	14.3	, J.91	16-6	· 0**	4.5	†
TECHNICIANS	17,450	13, 713	22,136	20.5	22.6	25.4	3.0	3.0	4.4
SALES HURKERS	32,621	565 °06	36, 890	36.2	37.0	32-0	5.6	11.0	9.1
CEFICE ANC CLEMICAL MCRKERS	67,671	63,310	69,171	15.6	79.0	9-01	45.3	48.1	43.5
BLUE COLLAR	115,677	164,336	129,045	27.7	22.2	27.9	27.7	. 22.3	27.
CRAFTSMEN	32, 165	31, 668	36,627	9-2	9-1	8.2	2.0	2.0	2.3
OPERATIVES	- 64,437	51,349	68,683	38.5	30.7	40-3	21.4	15-2	2 ft. 7
LAEGEES	22,415	21,075	23,535	. 22-7	21.2	, 20°, 5	E.4	6.4	3.7
SERVICE LCRKERS	16,541	14, 159	21,743	. 48.2	46.6	,9-24	7.7	1.1	•

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEC-1 REPORTS, 1970, 1971, AND 1972.

PARTICLEATION BATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

BALLAS, TEXAS				TISTA	ARTICIPATICK RATES	.2316	117an533	CNAL DIST	NOTENETON
	1570	1941	1572	0251	1251	2251	อยา	1751	2151
TCTAL EMPLOYEES	315,665	250,420	252,667	12.9	11.9	12.1	0¢.001	100.0	106.0
WHITE CCLLAR	181,651	167,525	201,879	7	E. 4	4.7	17.9	20.8	21.3
OFFICIALS AND MANAGERS.	30,644	30,430	38,473	•	1.7	2.0	1.2	1.5	1.7
PRCFESSICNALS	33,265	25,477	34,102	1.2	5.0	- -	-	••	1:1
TECHNICIANS	17,450	,13,713	22,136	2-5	9	0.2	2.2	5-6	3.4
SALES ACRKERS	32,621	30,595	. 36, 190	• • • • • • • • • • • • • • • • • • •	4.2	9=4	3.1	3.8	3.6
GFFICE AND CLERICAL BORKERS	67,671.	63,310	841.69	6.3	9.	7.2	10.3	15.1	11.3
GLUE CCLLAR	115,077	104, 336	129,045	20-6	17.8	20-1	59.7	53.9	. 58.7
CRAFTSHEN	32,165	31,868	36,627	7.7	8.2	6.9	0.9	7.5	m
CPERATIVES	64,437	51, 365	68,113	1 . 22.4	18.5	22.7	1 .35.1	27.4	34.9
LAEOFERS	22,475	21,079	23,535	34.1	2°0E .	30-1	18.6	16.7	15.4
SERVICE ACRKERS	18,541	18,159	21,743	46.8	46.1	42.5	22.4	25.3	. 20.6
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SOURCE: EGLAL EMPLOYMENT OPPORTUNITY COPMISSION, EEC-1 REPORTS, 1970, 1971, AND 1572.

UALLAS, TEXAS			٠	EARIL	PARTICIPATION BAYES	SALES.	I CCCUPATIONAL	DNAL DIST	LEUTION
	0.61	1971	1972	व्यक्त	1261	226 †	0251	1251	2261
TOTAL EMPLOYEES	319,669	290, 420	352,667	•	5.3	5.7	100.0	100.0	100.0
WHITE COLLAR	181,/651	167,925	201,879	1.9	2.0	2.3	22.8	22.4	23.5
DEFICIALS AND MANAGERS	39,644	30, 430	38,873	1.2	1.3	1.5	2.3	2.5	5.9
PRUFESSIONALS	\$02.50	29,477	34,102	9.1	.0	1.2	2.1	2.0	2.0
TECHNICIANS	17,450	13,713	22,136	2.3	2.5	-2.6	5.6	42.2	2.8
SALES WORKERS	32,621	30,995	36,890	2.2	2.0	2.8	7.4	4	, 21,
OFFICE AND CLERICAL WORKERS	67.671	63,310	828 69	5.6	5.8	3.0	11.2	11.5	10.6
BLUE COLLAR	119,077	104, 336	129,045	:	10.0	10.5	0.0	67.7	67.1
CRAFT SHEN	32, 165	31,868	36,627	4.7	0.0	9.9		12.4	12.0
OPERATIVES	64,437	51,389	68,883	-	9.6	7.6	1 ,35.7	32,1	33.1
LABORERS	22, 475	21,079	, 23, 535	15.4	16.9	16.8	22.4	23,1	22.0
SERVICE WORKERS	18,941	18, 159	21,743	7.5	4.8	7.9	9.2	6.6	,

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEG-1 REPORTS, 1970, 1971; AND 1972,

PARTICIPATION OF FEMALES AND MINORITIES, IN THE TOP TEN INDUSTRIES IN THE DALLAS, TEXAS, SMSA

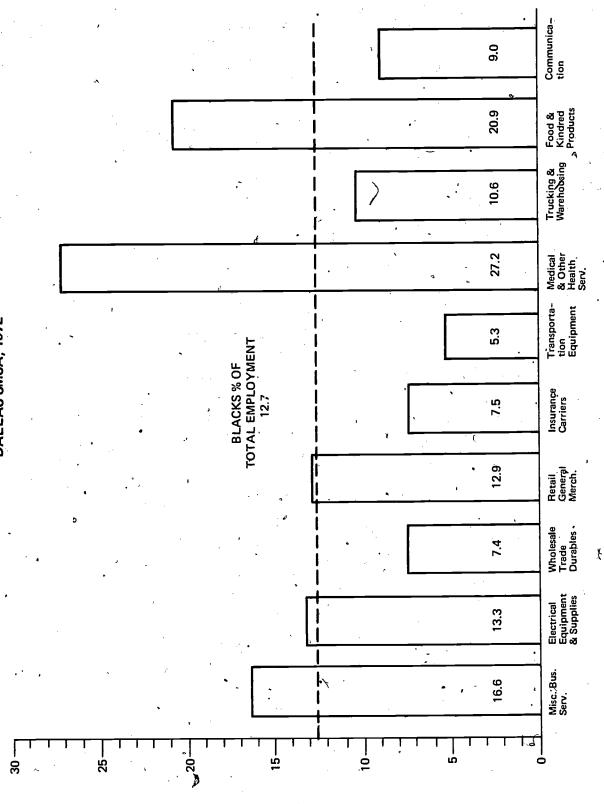
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PARTICIPATION OF FEMALES AND HINCHITIES IN THE TOP TEN INDUSTRIES IN THE DALLAS, TEXAS, SKSA (Codt.)

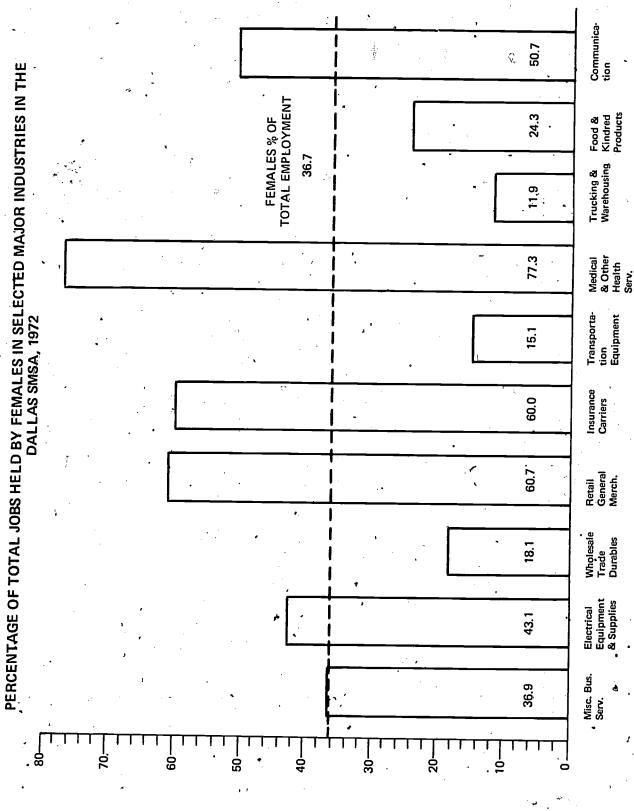
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TOTAL TOTAL MGS PROF TECH NAS CLER TOTAL CAAFT OPER LAB 1,10.13				ž.	EO ICAL+OTHER		RVICES		;					
FIN CONNECTED TOTAL HOSS SPAGE TECH NATS CLER 10071 CASH OPER LAB 177.3 12.2 55.3 10.2 4 1.3 17.2 7 95.5 55.8 12.2 71.7 60.9 12.7 12.7 95.5 55.8 12.2 71.7 60.9 12.7 12.7 95.5 55.8 12.2 71.7 60.9 12.7 12.7 95.5 12.2 71.7 60.9 12.7 12.7 95.5 12.2 71.7 60.9 12.7 12.7 95.5 12.2 71.7 60.9 12.7 12.7 95.5 12.2 71.7 95.5 12.2 7	ī	NORITY	TOTAL		,	•		SALES	OFF				:	SEXVIC
The control of the	٠	ROUP EMPL	OYMENT	TOTAL	(-	D 4	TECH	X X .	CLER	TOTAL	CXAFT	DPER.	L A B	A CARCE
TRUCKING AND MARRHOUSING TRUCKING AND MARRH	٠	- 2007		*		000	704.7	:	*60.47		434	0.00	2	
Trucking and warehousing Trucking and wareho	•	FEMALE	77.3	82.2		* 82.4	612.3	72.7	95.5	60 60	22.2	71.7	60.09	711
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,		BLACK	27.2	12.6		5.3	27.5	27.3	2.6	45.0	15.0	20.0	46.3	55
THUCKING SND WARRHOUSING SALES OFF TOTAL CRAFT OPER LAB 15,109 3,109 1,152 5,500 2,200 1,109 1,1		SSA	3-1	3.2		2.6	*	9.1	2.4	7.	1.1	3.5	5.3	;
THUCKING AND MAREHOUSING SALES OFF TOTAL CRAFT OPER LAB 13,169 1,152 5,560 2,206 E: 11.9 34.7 34.0 9.5 14.9 11.0 2.2 3.7 2.5 3.5 4.2 5,560 2,206 E: 11.9 34.7 11.0 3.0 9.5 14.9 11.1 2.2 3.0 9.5 14.9 11.1 11.1 11.2 3.0 9.5 14.9 11.1 11.2 3.0 9.5 14.9 11.1 11.2 3.0 9.5 14.9 11.1 11.2 3.0 9.5 14.9 11.1 14.9 11.		ASIAN AMER	٥.	*:		2.7	Ģ		F.	7.	•			•
FIGURAL TOTAL MARS PROF TECH WARS CLER TOTAL CRAFT OPER LAB 19,189 3.649 1.247 95 14.9 1.40 3.7 1.405 1.152 5.560 2.266 19,189 3.649 1.247 95 14.9 1.6 9.37 1.32 3.5 1.12 20.9 10,6		INDIAN	•	•		•	F.		ĸ.	•	•	ć.	-	
TOTAL TRUCKING AND WARFHOUSING SALES OFF TOTAL CRAFT OPER LAB (1918) 1918 1-152 5-560 2-1266 (1918) 1918 1-152 5-560 2-1266 (1918) 1918 1-152 5-560 2-1266 (1918) 1918 1-152 1-152 5-56 1-152 1-					.•			•						
Fig. 1074 TOTAL OFFCS FIGH SALES CLER TOTAL CRAFT OFFR LAB La			•	=		MAREHOUSIN								
EMPLOYNENT TOTAL MASS PROF TECH MATS CLER TOTAL CARFT OFFER 1.20 E 13.199 34.7 3.0 9.5 14.9 1.6 63.7 2.5 5.6 2.20 E 13.19 34.7 3.0 9.5 14.9 1.6 63.7 2.2 5.6 3.5 1.2 20.9 1.1 2.2 2.1 2.1 2.1 2.1 2.1 2.1 2.1 2.1	×	INDRITY	TOTAL				į	SALES	066		` !		;	SERVIC
	J	ROUP EMPL	DYNENT	TOTAL		PROF	TECH	EK KS	CLER.	TOTAL	CRAFT	T SEE	CA5	MUNKER
11.9 34.7 3.0 9.5 14.9 1.6 63.7 2.5 1.7 1.1 1.5 1.1 2.2 2.5 3.5 1.1 2.5 2.5 3.5 1.1 2.5 3.5 1.1 3.5 3.5 4.5 3.5 4.5 3.5 4.5 3.5 4.5 3.5 4.5 3.5 4.5 3.5 4.5 3.5 4.5 3.5 4.5 3.5 4.5 3.5 4.5 3.5 4.5 3.5 4.5 3.5 3.5 4.5 3.5	٠			240.0		ç	ò	į		266	76141	00010	00747	Š
10.6 2.8 1.7 1.1 9.0 1.1 9.2 9.0 1.1 9.0 1.1 9.0 1.1 9.0 1.1 9.0 1.1 9.0 1.1 9.0 1.1 9.0 1.1 9.0 1.1 9.0 1.1 9.0 1.1 9.0 1.1 9.0 1.1 9.0 1.1 9.0 9.0 1.1 9.0	•	FEMALE	11.9	. 34.7		9.5	14.9	9.1	63.7	2.5	٠.	9.	0.0	e.
NER		BLACK .	9.01	2.8			0.6	::	3.8	13.2	•	11.2	20.9	28.
FOOD AND KINDRED PRODUCTS		SSA	4.5	1.9		::	3.0	1:1	- 2.2	2.6	3.5	4.7	0.6	'n
TOTAL FOOD AND KINDRED PRODUCTS SALES OFF TOTAL CRAFT DPER LAB. 12,557 1,430 4.57 317 1,593 1,474 6,673 1,391 2,701 2,561 1,205 20,49 2.4,3 26,49 2.4,0 1.57 28,4 8.1 81.8 22.8 33.6 22.6 33.5 20,4 1,03 2.3 2.6 3.7 3.5 1.8 2.8 17.0 11.1 14.8 22.6 33.5 20.6 33.5 20.6 33.5 2.6 32.5 2.6 33.5 2.6		ASIAN AKER	;	-:			1,5		τ.	~		τ.	m	
TOTAL FOOD AND KINDRED PRODUCTS SALES OFF TOTAL CRAFT DPER LAB. 12,655 5,679 1,430 4,57 317 12,655 5,679 1,430 4,57 317 12,655 5,679 1,430 4,57 317 12,655 5,679 1,430 4,57 317 12,693 1,474 6,6673 1,391 2,701 2,561 2,561 10,3 2,5,0 33,5 20,9 2,4 7,5 2,4 7,7 20,4 0,1 0,1 0,1 0,2 2,6 33,5 20,9 2,4 7,0 1,5 7,5 2,4 3,5 1,6 1,6 1,7 1,1 1,1 1,4 0,1 1,7 1,1 1,4 0,1 1,7 1,1 1,4 0,1 1,7 1,1 1,4 0,1 1,7 1,1 1,4 0,		INDIAN	٠.	₹.	*	-		*	r.	r.	•	ŗ.		•
TOTAL TOTAL HGRS PROF TECH WARS CLER TOTAL CRAFT DPER LAB. 12,655 5,679 1,436 457 317 12,655 1,264 6,673 1,391 2,701 2,501 2,501 1,205 5,679 1,436 457 317 1,693 1,474 6,673 1,391 2,701 2,501 2,501 2,63 2,6,3 2,6 3,5 2,6 33,5 2,6 33,5 2,6 33,5 2,6 33,5 2,6 33,5 2,6 33,5 2,6 33,5 2,6 3,5				ï			:			*				
ENDLOWNENT TOTAL WERS PROF TECH WARS CLER TOTAL CRAFT OPER LAB. 12,655 5,679 1,436 457 317 1,993 1,474 6,673 1,391 2,701 2,581 20,9 2,4 7;7 28,4 8,1 8,1 8,2 8,0 33.6 22.3 4.9 18,8 35.5 20,9 2,4 7;7 28,4 8,1 8,1 8,1 8,1 8,1 8,1 8,1 8,2 8,1 8,1 8,2 8,1 8,2 8,1 8,2 8,2 8,1 8,2 8,2 8,2 8,2 8,2 8,2 8,2 8,2 8,2 8,2	;				2	KED PRODUC	2	29 162	300					717457
E1 24.3 26.9 2.4 7.7 28.4 8.1 81.8 22.3 4.9 18.6 35.5 20.0 33.6 22.6 33.5 39.7 20.0 2.501	ř	NORTH FIRST	OVERT	TOTAL	,	PROF	TECH	MARS	C ES	TOTAL	CRAFT	DPER	7	MORKER
FE 24.3 26.9 2.4 7.7 28.4 0.1 81.8 22.3 4.9 18.6 35.5 11.0 20.9 4.8 4.0 18.1 14.8 22.0 18.4 20.9 10.1 10.1 10.1 10.1 10.1 10.1 10.1 1	•		12,655	5,679		457	317	1,993	1,474	6,673	1,391	2, 701	2,581	303
24.3 26.9 2.4 7.7 28.4 8.1 81.8 22.3 4.9 18.6 33.5 11.0 10.3 22.6 31.5 35.5 11.0 10.3 22.6 31.5 35.5 11.0 10.3 22.6 31.5 35.5 11.0 10.3 22.6 11.0 14.8 22.6 11.0 10.3 22.6 11.0 14.8 22.6 11.0 10.3 22.6 11.0 14.8 22.6 11.0 11.0 14.8 22.6 11.0 11.0 11.0 11.0 11.0 11.0 11.0 11	M	WHO WERE:		}		1		,	1			,	;	. :
COMMUNICATION 1.5		FEMALE	24.3	26.9		7:1	28.4			22.3	4.5	9.6	0 P	₫:
TOTAL COMMUNICATION TOTAL COMMUNICATION TOTAL OFFICE OFF TOTAL CAAFT OPER LAB WORK TOTAL OFFICE BLOOP SALES OFF TOTAL CAAFT OPER LAB WORK TOTAL OFFICE BLOOP SALES OFF TOTAL CAAFT OPER LAB WORK TOTAL OFFICE BLOOP SALES OFF TOTAL CAAFT OPER LAB WORK TOTAL OFFICE BLOOP SALES OFF TOTAL CAAFT OPER LAB WORK TOTAL OFFICE BLOOP SALES OFF TOTAL CAAFT OPER LAB WORK TOTAL OFFICE BLOOP SALES OFF TOTAL CAAFT OPER LAB WORK TOTAL OPER LAB WORK TOTAL CAAFT OPER LAB WORK TOTAL CAAF		BLACK	50.0						0 K	7.0	11.1	14.8	22.6	7
TOTAL CCHMUNICATION SALES OFF TOTAL CRAFT OPER LAB WORK IS, 50.7 71.7 31.2 12.4 15.0 95.3 1.3 1.2 2.2 2.1 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1		ASTAN ANTR		•						: :	:	:		•
TOTAL CCHMUNICATION SALES OFF TOTAL CRAFT OPER LAB 12,129 8-465 1,284 840 304 274 5,743 3541 3.260 277 4 18; 50,7 71,7 31,2 12,4 16,8 15,0 95,3 1,3 1,2 2,2 9,0 9,7 1,7 1,5 1,6 1,6 1,5 1,6 1,5 1,6 1,7 1,1 1,6 1,7 1,7 1,7 1,7 1,7 1,7 1,7 1,7 1,7 1,7		INDIAN	: *	! *	•	: •	•	!*	ij	*	œ.	•	€.	• •
TOTAL COMMUNICATION SALES OFF TOTAL CRAFT OPER LAB 12,129 8,465 1,284 840 304 274 5,743 3,541 3,260 277 4 12,129 8,465 1,284 840 304 274 5,743 3,541 3,260 277 4 12,124 15														
EMPLOYMENT TOTAL MCRS PROF TECH WARS CLER TOTAL CRAFT OPER LAB 12,129 8-465 1,284 840 304 274 5,743 3,541 3,260 277 4 18, 50,7 71,7 31,2 12,4 16,8 15,0 95,3 1,3 1,2 2,2 9,0 9,7 1,7 1,5 1,5 1,6 1,5 1,3 4,5 4,1 10,1 1,8 1,7 1,1 2,9 7 4 2,1 1,9 1,7 4,3 NER	i	2	10404	ರ	DANUNICATION DEFI	<u>.</u>		SAI ES	330					SFRVIC
	ē "	TAURI II	OVMENT	TOTAL	,	PROF	TECH	WKRS	נר פּצ	TOTAL	CRAFT	OPER	LAB	MORKER
50.7 71.7 31.2 12.4 16.8 15.0 95.3 1.3 1.2 2.2 9.0 9.0 9.7 1.7 1.5 1.6 1.5 13.6 4.5 4.1 10.1 10.1 1.6 1.5 2.1 1.9 1.7 4.3 1.1 .9 .7 .7 .7 .4 .3 1.1	•		12, 129	8.465	-	98	304	274	5, 743	3,541	3.260	277	*	71
1.0 1.7 1.5 1.6 1.5 13.6 4.5 4.1 10.1 1.0 1.7 4.3 1.1 .7 .7 .7 .7 .4 .3 1.1	×	MAIO MERES.		;		' <u>· ·</u>	• • •	9			•	,		•
1.8 1.7 1.1 .9 .7 .4 2.1 1.9 1.7 4.35 1.1 4.3 1.1		PERALE	200			5.1	9.		9.6	1	-	10:1	,	12.
£. +. 7. 7. 1. E 6		SSA		1.7			-		2.1	6.1	1.1			•
5 - 4 · 7 · 7 · 1 · · 3		ASTAN ANEB		•		•	;	•	;					
		INDIAN	.5	9		7	۲.	٠.		•	. 6.	::		

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PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE DALLAS SMSA, 1972

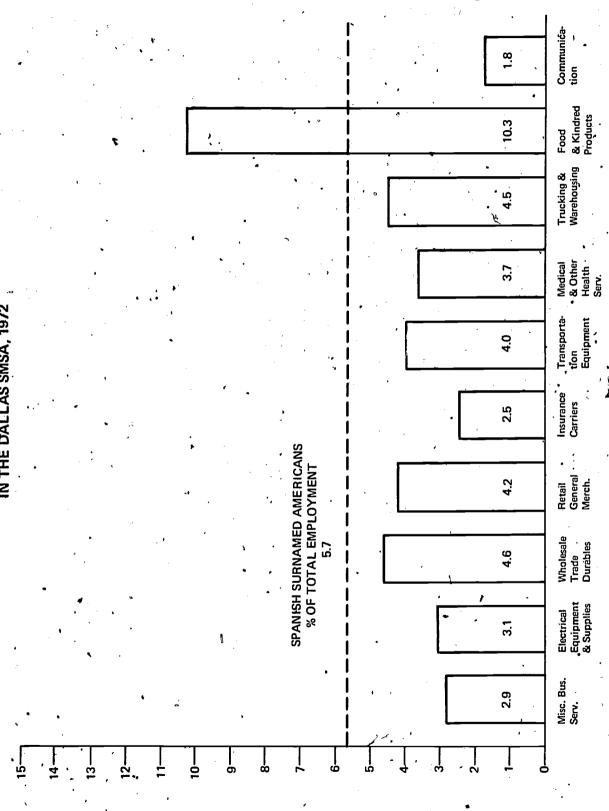


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PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE DALLAS SMSA, 1972

ERIC



DENVER

The population of the Denver metropolitan area was 1.3 million in July, 1972. The largest ethnic minority was Spanish Surnamed Americans. Eleven percent of the population were members of this minority group in 1970 and only 50,000 or four percent of the population were black. Most of the black and Spanish population in this metropolitan area resided within the central city in 1970. Slightly more than nine percent of the inner city residents were black, and a little less than 17 percent of them were Spanish.

Labor force participation for both minority groups did not vary significantly from their representation in the population. About nine percent of the labor force were persons with Spanish Surnames and four percent of the labor force were black. Females accounted for approximately 38 percent of the labor force.

The educational attainment for this area was relatively high in comparison with that of most metropolitan areas. Males above the age of 24 had completed an average of 12.6 years of school. The average for females was 12.5 years. The average black male or female in this age group had completed 12.1 years. Spanish Surnamed Americans males had completed 11.0 years, and Spanish females had completed an average of 10.7 years of school.

The median income for males in the SMSA in 1969 was \$8,172. The median income for females was \$3,806, or 47 percent that of males. The average black male had an income of \$6,977. The median income for black women was \$3,610. The median income for SSA males was \$6,611. The Spanish female had a median income of \$3,237.

These income differences can not be explained solely by the difference in educational attainment. For instance, even though females collectively had about the same educational attainment as males, their median earnings were less than half as great. Although Spanish Surnamed males completed almost a year of school less than black males, the Spanish workers had a higher median income. The occupational position of minorities and women is indicative of the limited relationship lietween educational attainment and income.

More than a third of all the employees reported in the 1972 EEO survey were females. They held 45 percent of the white collar positions, but a large proportion of

these jobs were in the lower paying, more routine sales or clerical categories. Females held 80 percent of the clerical positions and 42 percent of the sales jobs. They held a smaller percentage of the positions in the higher paying more prestigous white collar job categories. They held 27 percent of the professional and just 14 percent of the official and managerial positions.

Approximately 17 percent of the blue collar positions were held by women. The women who were employed in blue collar positions were usually operatives or laborers. They held 23 percent of the jobs in each of these occupational groups. Women held only five percent of the higher paying, skilled craft positions. Over half of the service workers were women.

Slightly more than eight percent of all the jobs reported in the survey were held by Spanish Surnamed Americans in 1972. They held only four percent of the white collar positions, but they held 15 percent of both the blue collar and service positions.

Four percent of the total employees reported in the 1972 EEOC survey were black. They held three percent of the white collar jobs, four and a half percent of the blue collar positions, and 13 percent of the service worker positions.

The occupational distribution of minorities and females differed significantly from that of Anglo males. Although 62 percent of all minorities and women were employed in jobs classified as clerical, operative and service, less than 30 percent of the Anglo males were classified. However, almost half of the Anglo males were managers, professionals and craftsmen compared with seven percent of the minorities and 15 percent of the women.

A larger percentage of female workers were employed as office and clerical personnel than any other job category. More than 42 percent of the women held such positions. The largest percentage of Spanish Surnamed Americans were employed as operatives and laborers. Some 28 percent of them were operatives and another 19 percent were laborers. Nearly 16 percent of them were also service workers. The largest concentration of blacks was in service jobs. More than 28 percent of the blacks held positions which were classified in this category.



Similar employment patterns were prevalent in the larger industries. Total employment in the ten largest industries ranged from a high of 20,000 in Medical and Other Health Services to a low of 7,000 in Machinery, Excluding Electrical Equipment. Women were more likely to be employed in Medical and Other Health Services, Retail General Merchandise (both industries with low average earnings), and Communication. They held over half of all jobs and at least nine-tenths of the clerical positions in each of these industries. They were less likely to be employed in three industries with high average earnings, Transportation Equipment, Trucking and Warehousing and Machinery, Except Electrical Equipment. They held less than 15 percent of the jobs in each of those industries.

Spanish Surnamed Americans were more likely to be employed in Food and Kindred Products and least likely to hold jobs in Machinery, Except Electrical. In only one of the top industries, Food and Kindred Products, did

their participation exceed their participation in the SMSA as a whole. The range of participation of SSA's went from five percent in Machinery, Except Electrical to 13 percent in Food and Kindred Products.

Blacks were most likely to be employed in Medical and Other Health Services and least likely to hold jobs in Transportation' Equipment. They held eight percent of the jobs in Medical and Other Health Services and two and a half percent of the positions in Transportation Equipment.

The occupational position of minorities and women was slightly better in 1972 than it was in 1970. Total employment reported in the EEOC survey in this metropolitan area increased by 35,000 workers between 1970 and 1972. Employment increased in every job category. The employment of minority and females also increased in every job category during this period. However, growth in their employment was more rapid than the employment expansion of the SMSA.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE DENVER, COLO., SMSA — 1972

Occupational Group	Anglo Máles	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	53.6	20.9	75.6	, <i>′</i> 46.2
Officials and Managers	15.1	4.2	4.4	1.5'
Professionals	15.6	4.0	10.2	3.3
Technicians	6.6	3.6	3.6	3.5
Sales Workers	10.2	4.3	13.1	· 7.0
Office and Clerical	6.0	4.9 .	44.3	30.8
Blue Collar	ي 41.0 °	63.3	13.7	28.3
Craftsmen	17.8	14.4	1.7	, 2.3
Operatives	17,2	28.2	8.5	17.7
Laborers	6.0	20.7	3.6	8.3
Service Workers	5.5	15.8	10.7	25.5

CENED, CCCCASC				NI SAG	PARTICIPATICA_RATES	153	TTT an 333	CCUPATIONAL DISTRIBUTE	TENTION
	1570	1971	1572	ग्रहा	1251	72.51	ठाडा	1751	7251
TCTAL EPPLINEES	178.126	261, 241	. 213,468	1:	7	4.3	100.0	100.0	100.0
WHITE COLLAR	102, 403	117, 773	121,554	7-7	2.3	2.7	31-1	33.2	36.0
PROFESSIONALS	17,460	20,198	21,700	6-0	1-2	7:	2.2	3°0	3.0
TECHAICIANS	9.945	10,610	11,254	3.5	3.4	0 0	7		•
SALES ACAKERS	17,451	21,455	22 , 282	1.8	1-1	2-4	•		0.0
CFFICE AND CLERICAL MCRKERS	35,320	38,541	40,500	3.4	3.6	•	16.4	17.2	18.0
BLUE CCLLIA	54,850	65, 357	72,248	7: 5	7.	4.5	34.0	35.0	35.
CARFISHEN	21, 512	22,772	25,051	2.2	2.3	2.5	0.0	•	•
CPERATIVES	25,175	25,353	33,015	9.4	9-4	2.0	16.0	17.2.	14.0
CARCHERS	12,203	13, 192	14,182	6.0.	::	7:1	11.6	11.4	11.0
SERVICE WERKERS	16, 833	18,211	19,226	15.0	`	13.3	34.9	31.8	24.2

. SCURCE: EGUAL EPPICYMENT CPPCATUAITY CCPMISSICH, EEC-1 REPORTS, 1970, 1571, AND 1572.

PARTICIPATION BATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE POLICIES, 1970, 1971, AND 1972

CENVER, CCLCRACC	4			PARTI	PARTICIPATICS PÁTES	4165	CCCUPALL	CCCUPATICNAL DISTRI	11601108
	1570	1571 -	1972	0251	1251	72557	व्यक्त	1261	2257
CTAL EFFLCYEES	175, 126	201:343	213,446	34.2	35.0	35.5	100.0	100.0	300.0
DEFICIAL AND BANGERS	102, 403	117,773	121,554	42.6	43.5	Đ.	11.6	73.2	71.3
PAGFESSIGNALS	21, 687	26,365	26,258	24.4	26.2	13.9	7 4 4 M 4	e 0	0°0
TECHNICIANS	9,545	10,610	17,254	23.4	. 25.3	24.3	8° E	3.8	9.0
CALMO WITHRIEN	17,851	21,455	22,282	35.7	38.9	45-0	10-4	11.8	12.2
	321364	766 405	40,360	2.0	5.67	7.0	45.2	1-1	42.4
BLUE CCLLIR	56,850	65,357	72,248	14.3	14-6	16.8	13.6	13.5	15.0
CRAFISHER	21, 512	22,772	25,051	. –	;	5.3	: :	1.6	1.7
Create the same of	25,175	25,393	33,015	19.9	20-1	22.8	8.2	8.4	
CAROTERS	12,203	13, 192	14,182	20.9	19.2	23.0	7. 5	3.6	F. 9
SERVICE BCRKERS	16,633	16,211	19,226	55.9	51.3	51-3	14.6	13.2	12.9

SOLRCE: . ECHLOVAENT GPORTUNITY COMMISSION, EEC-1 REPORTS, 1970, 1571, AND 1572.



PARTICIPATION RAIDS AND OCCUPATIONAL DISTRIBUTIONS OF SPANISH SURMANID ENGLOREDS, 1970, 1971, AND 1972

DENVER, COLCRAGO				птича	PARTICIPATION RATES	ATES	DECORATE	DCCUPATIONAL DISTRIBUTION	TRUTTOR
	1970	1971	1972	व्यक्त	1257	22.61	0251	1251	7751
TOTAL EMPLOYEES	178, 126	201, 341	213,468	6.3	1.1	:	0.001	0-00)	100-0
MATTE COLLAR	102, 403	111,773	121,994	8.6	8°E	H-1	22.9	25.3	25.0
OFFICIALS AND MANAGERS PROFESSIONALS	21,687	26, 569	26,258		1.5	7.4	1.5		0.7
TECHNICIANS	9,945	10,610	11,254	1:4	4.5	*	1 2-8	9.0	2-7
SALES MORKERS	17,851	21,455	22,282	- P	3.6	9.0	•••	. 4.7	•
OFFICE AND CLERICAL WORKERS	35,320	38,941	40*200	5.2	5.5	2.6	12.4	13.0	12.6
BLUE COLLAR	54,890	- 65, 357			14.2	14.8	59.1	56.9	59.3
CRAFTSMEN	21,512	22, 772	7		7-7	8.2	10.9	10.7	11.5
OPERATIVES	25, 175	29, 393	33,015	15.8	14.9	15.5	1 26.8	26.8	28.4
LABORERS	12, 203	13, 192			23.9	24.6	21.4	19.4	19.4
SERVICE MORKERS	16,833	18,211	19,226	15.8	15.9	14.7	10.0	17.8	15.7

SOURCE: EQUAL EMPLOYMENT CPPCATUMITY COMMISSION, EEG-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE DENTER-BOULDER, COLORADO, SMSA.

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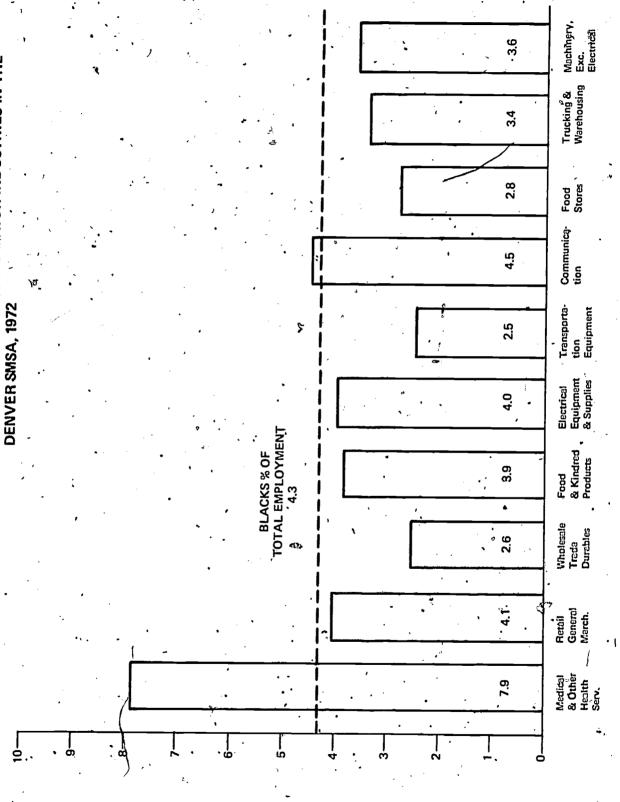
						٠,					•		
		J.	ICAL +OTHER	MEDICAL -OTHER HEALTH SERVICES	RVICES	•							
Group Ergi	EMPLOYMENT	TOTAL	AGRS S	PROF	TECH	SALES	100	1074	19467		:	SERVICE	
	20,298	13,082	1,00	104.9	2,090	106	3.476	1.204	170	0.00 0.00 0.00 0.00	LAB	MORKERS	
T WHO WERES	;				•				,		136	71040	
FEMALE	78°3	0.0	60.0	0.4	::	61.1	92.5	45.4	32.7	55.2	9.44	72.5	
ELALK See	?	•	5°3	9°2	9.5	ج.	5.7	7.5	7	0	9	15.5	
254 ANIA				::	4.9	14.2	2.5	15.9	9.	26.2	•	16.9	
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PATTICIPATICS OF FEMALES AND MINCALTIES IN THE TOP TEN INDUSTRIES IN THE DENUTA-LICITICES, COLUMNO, SNSA (COLL.)

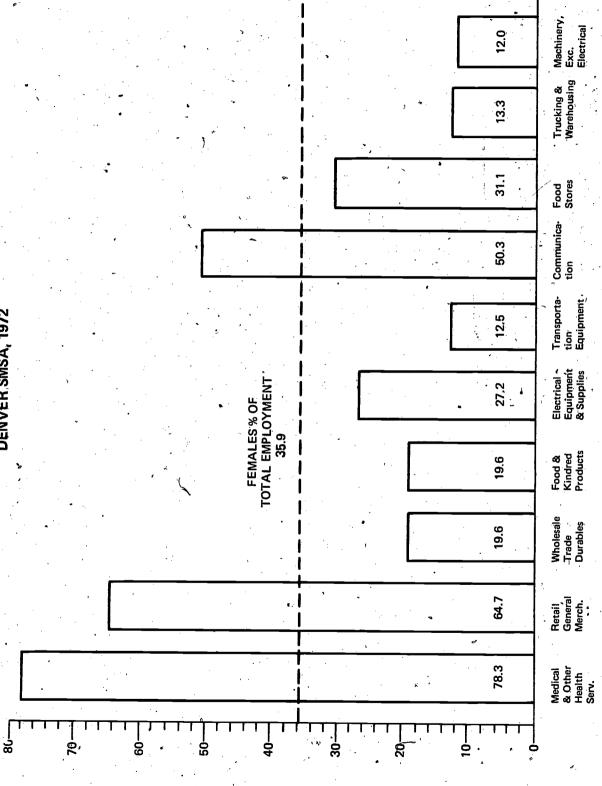
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			1.449		5.6	7.6) (,			CRAFT	, in . ,	1.2	2.3	 	: 7		•	CRAFT	516	4.6		14.0	?			CRAFT	704	5.4	3.3	2°2	ė ji			CRAFT	1.056	1.2	2.2	9-4
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PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE

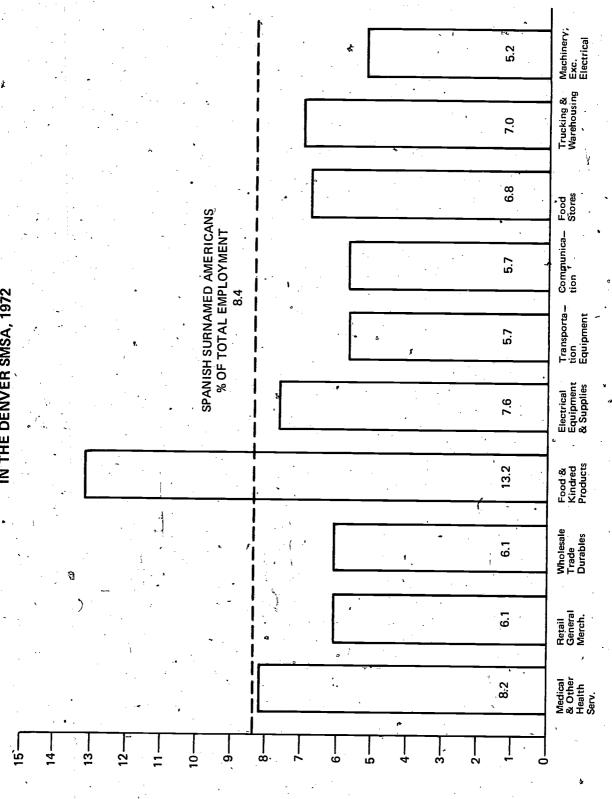


PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE DENVER SMSA, 1972



ERIC •

PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES
IN THE DENVER SMSA, 1972



DETROIT

In 1972 the Detroit SMSA had an estimated population of 4.2 million. Approximately 51 percent of the Detroit residents were female; 18 percent were black.

The 1972 Detroit labor force was estimated 1,731,000 persons. Approximately 31 percent of the labor force participants were females 20 years and older; about 16 percent were black.

Annual median income in 1969 for those persons 16 years and older, with earnings was \$8,221 for all males, \$4,333 for all females. Black males earned a median income of \$7,548 annually, while black females earned \$4,007 yearly.

The median school years completed for persons 25 years and older in 1970 were slightly higher for females than males (12.1 vs 12.0 years). For blacks in the same age group, females again showed a bit more schooling than males (11.0 vs. 10.3 years). The difference in educational levels might seem to explain the gap in earnings between all persons of one sex and blacks of that sex. However, following the same logic one would expect females to earn more than males, though according to the statistics cited above the opposite is true.

The data derived from the EEO-1 survey of industries did not contradict the income statistics outlined above. Women and minorities generally suffered uneven participation and unbalanced occupational distribution both among industries in the same area and across job categories. They usually were concentrated in job categories and industries where the earnings potentials were low.

In 1972 women represented 27 percent of the reported employment in the Detroit SMSA. They represented 40 percent of the white collar workers (74 percent of the office and clerical workers, but only nine percent of the officials and managers), 11 percent of the blue collar workers, and 47 percent of the service workers.

Since 1970 there have been virtually no changes in women's participation in either the white or blue collar occupations, although total female employment declined six percent between 1970 and 1972. Changes in employment levels of females within occupational groups during this period were directly related to

changes in total employment with one exception: the number of female laborers increased about one percent.

In 1972, two thirds of all women were employed in three relatively low paying job categories. Some 42 percent were office and clerical workers, 12 percent were operatives, and 12 percent were service workers. Only about 44 percent of all the male employees were in similar jobs.

The 1972 EEO-1 survey data reveal some striking differences between the occupational distributions of Anglo and minority females. For example, while three-quarters of all Anglo women held white collar positions, only about one-half of all minority women were employed within that category. Greater percentages of Anglo than minority women held jobs in each of the white collar categories except technician. Higher proportions of minority than Anglo women were blue collar and service workers, particularly the latter. Almost triple the proportion of minority as Anglo women held service worker jobs.

In 1972 blacks held 18 percent of all jobs in the EEO-1 survey of employees in the Detroit SMSA. However, blacks comprised only eight percent of the white collar work force (only four percent of the officials and managers). Twenty-four percent of the blue collar workers were black (only eight percent of the skilled craftsmen but 26 percent of the laborers), and a disproportionate 36 percent of the service workers were black.

Black employment in the SMSA declined 13 percent between 1970 and 1972. However, in the Transportation Equipment industry, where employment dropped 17 percent, black employment increased three percent. Black participation in each of the job categories changed only slightly except for a significant drop in laborers.

In 1972, 87 percent of all blacks were in three relatively low paying job categories --- 63 percent were operatives, ten percent were laborers, and 14 percent were service workers. Only 34 percent of all Anglo workers held similar positions.

The dissimilarities between the occupational distributions of Anglo and minority males were most evident in the usually highest and lowest paying job categories. In 1972, the percentage of Anglo males that were officials and managers was almost five times the rate for minority males. At the other end of the job



spectrum, the proportion of minority males who were service workers was more than double that of Anglo males.

A partial picture of the relative economic positions of Anglo males, females, and minorities is gained through a comparison of occupational distributions. For example, in 1972, 45 percent of the Anglo males in the surveyed industries were officials and managers, professionals, or skilled craftsmen, while only 13 percent of the minority males, 11 percent of the Anglo females, and seven percent of the minority females held these top positions in the white and blue-collar fields.

The top ten industries in the Detroit SMSA in 1972 accounted for two-thirds of the employees in the EEO-1 survey. Total employment ranged from approximately 22,000 to 54,000, except for the largest industry (Transportation Equipment) which employed 170,000 persons. The ten combined industries had a lesser percentage of white collar jobs than the surveyed industries as a whole (41 vs. 47 percent) and a greater percentage of blue collar workers (52 vs. 46 percent), with an equivalent rate for service workers of about seven percent.

Women represented 27 percent of the EEO-1 reported employment, but they were represented unevenly in the top ten industries at rates of from eight percent in Primary Metal (a generally high average earnings industry) to 80 percent in Medical and Other Health Services (a relatively low average earnings industry). In the SMSA's largest industry, which includes the highly paid auto workers, women represented only nine, percent of the employees. Moreover, their employment in that industry declined by one-fourth between 1970- and 1972 compared with a total employment decline in the industry of 17 percent.

Office and clerical positions in the ten major industries were filled generally by women. Women

represented an average of 67 percent of the workers in that category.

Blacks were 18 percent of the employees in the EEO-1 survey. That rate was equaled or surpassed in only four of the top ten industries. Food Stores employed the lowest percentage of blacks — eight percent. Blacks experienced their highest representation in Medical and Other Health Services — 31 percent. Blacks also were employed at a high rate (29 percent) in the Transportation Equipment industry, where they represented 40 percent of the 100,000 plus operatives, but only seven percent of the officials and managers and skilled craftsmen.

Spanish Surnamed Americans were just under one percent of all employees in the EEO-1 survey, but were employed at rates from 0.3 percent in Retail General Merchandise to just over two percent in Fabricated Metal Products. Almost two-thirds of all Spanish were blue collar workers. Of these, over 38 percent were operatives.

Asian Americans represented less than one-half of one percent of the reported employment. They participated in a significantly different degree among the ten largest industries only in Medical and Other Health Services, where Asian Americans accounted for two percent of the employees. Over three-fourths of the Asians were white collar workers of which more than half were professionals.

American Indians were only one-tenth of one percent of the total employees reported in the survey and were employed at approximately that rate by each of the top ten industries. Over half of all Indians were blue collar workers, most being concentrated in the skilled craftsmen and operative categories. The proportions of Indians who were sales workers and skilled craftsmen were significantly higher than the rates for all surveyed employees.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE DETROIT, MICH., SMSA — 1972

Occupational Group	Anglo / Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	" , , , , , , , , , , , , , , , , , , ,	4-6-6	
	100.0	100.0	100.0	<u>,</u> 100.0
White Collar	44.1	12.0	74.7	 51.1
Officials and Managers	14.8	3.1	. 3.9	1.8
Professionals	→ 11.4	2.3	6.3	4.4
Technicians	5.6	1.5	3.1	5.5
Sales Workers	6.5	1.7	17.4	7.7
Office and Clerical	5.9	3.4	44.0	31.7
Blue Collar	51.7	78.9	16.6	24.7
Craftsmen	18.8	7.6	1.0	1.0
Operatives	26.8	60.6	10.6 °	16.4
Laborers	6.1	10.7	5.0	7.3
Service Workers	4.1	9.1	8.7	24.2



PARTICIPATION BATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

CETAGIT, FICFICAN	٢		•	PABLIC	ARTICIPATICA RATES	1165	TE CCCUPATIO	CCUPATICHAL DISTRIBLIES	NOTE THE
	1570	1411	2721	ग्रहा	1251	77.51	ग्रहा	1251	7251
TCTAL EPFLCYEES	790,355	746,505	151,663	15.2	17.8	17.6	100.0	100-0	166.0
WHITE COLLAR	360,076	347,567	351,719	2-5	•	E.2	517	20.9	21.6
OFFICIALS AND MANAGERS.	71,121	75,503	76,656 65,15£	D 00 00	~ si	9.6	2:1	::	::
THEOREMS AND A SECOND OF SECOND	32,234	32, 345	33,645	9.7	9.4	80 °	2-1	e .	5°2
SALES MCRKERS	61,507	61, 534 115, 484	62,134 114,130	15.2	6.9 13.4	13.5	12.7	11.7	11.6
BLUE COLLAR	365, 124	351,367	348,552	26.0	24.9	24.4	63.3	65.8 5.1	5.43
CRAFISHEN	216,203 52,215	212,618 45,36E	205,302	36.0	31.0	31.7	12.4	9.6	6.6 9.6
SERVICE LCRKERS	651419	47,631	51,572	9-95	37.3	35.6	14.8	13.3	13.9

Q

SOURCE: EGUAL EMPLOYMENT OPPORTUNITY CCPMISSION, EEC-1 REPCRIS, 1970, 1571, AND 1972.

PARTICIPATION RAIZS AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

OFINCIT: MICHIGAN				TIEN.	ARTICLEATICS, BATES	23115	LECCUEAL	CCCUPATICKAL DISIBIAUTIO	111110
,	1570	1971	1572	0781	, ग्रहा	टाहा	व्यक्त	1251	755
TOTAL EPFLOYEES	790,359	746,505	751,863	27.4	7.92	0- <u>1</u> 2	100.0	100.0	166-0
	360,676	347,567	351,715	41.4	40+3	40.4	9-89	70.4	20-01
OFFICIALS AND MANAGERS.	71, 121	75,503	76,656	6	6		7.5	7 KI	* O*
PACFESSICNALS	, 920 - 29	102.29	001 669	7-02		21.8	3.2	0	3.6
TECHNICIANS	329639	45.14	67.134	48-8	51.2	900	13.8	15.8	15.5
DEFICE AND CLERICAL BORKERS	127,136	115,484	114,130	13.4	74.0	74.0	43.0	43.0	41.6
	346. 134	181.107	348.592	1111	10.5	10.6	. 118.9	11.5	18.2
CLUE CLULAR	100.706	93,321	624,029	2.1	1.7	2.2	-	0	
THE PART OF THE PA	216, 263	\$12,610	205,302	12.8	12.0	11.6	12-8	12.8	7:1
LAEGRERS	52, 215	45,368	49,261	21.1	21.4	52.6		•	
SERVICE MCRKERS	61,155	47,631	51,572	43.8	46.3	46.5	¥-21	11-1	11-8

SOURCE: EQUAL EMPLOYMENT UPPORTUNITY CCMMISSION, EEC-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEWALES AND MINORITIES IN THE TOP TEN INDUSTRIES

IN THE DETROIT, MICHIGAN, SMSA

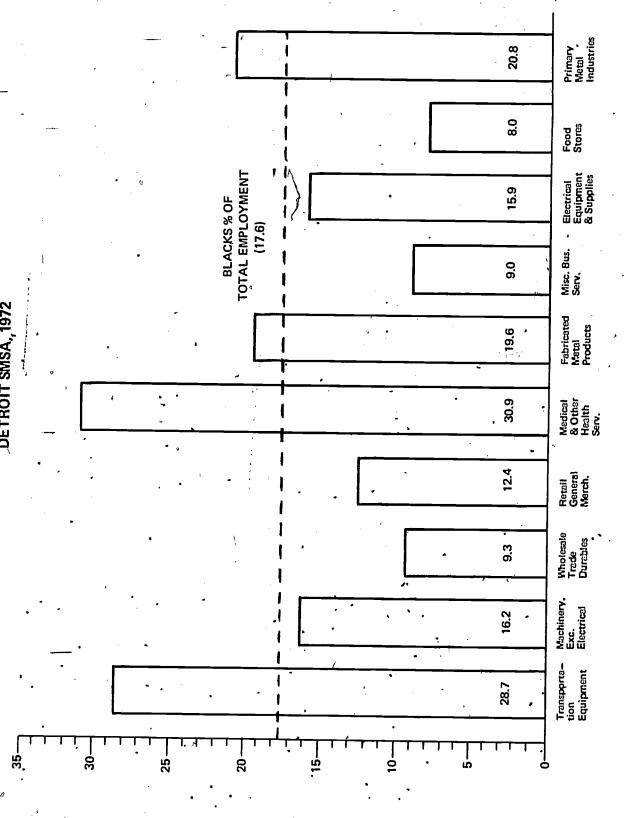
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TOTAL COLUMN CO			•	2-1	3°C	F .	m .	7-7		9.6	6.0	0.6
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1642 20.1 1.5 3.4 2.2 2.2 2.1 2.2 2.	54,392	_	5.004	41062	3.210	0 0	4.4.70	7 T	CKAFT	CPER	1.46	MORKERS
10-4 20-1 1-5 3-6 3-6 2-2-7								116.46	43.056	16,330	3,125	1.086
16.2 3.4 3.4 1.5 2.7 7.7 22.2 4.0 33.7 27.2			1.5	3.6	2.2.	. 2.1	63.2	1.1	4	•	•	•
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TOTAL TOTAL MGRS PROF TECH WGRS LAB LAB	MINOR TY TOTAL		OFFCS			SALES	190					2017493
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18.2 23.6 2.0 4.0 6.6 4.1 55.5 6.9 1.2 6.6 18.4 20.0 18.6 3.1 3.1 3.1 3.1 3.1 3.2 3.2 3.2 18.6 3.1 3.1 3.1 3.1 3.1 3.1 3.2 3.2 3.2 18.6 3.1 3.1 3.1 3.1 3.1 3.1 3.1 3.1 3.1 3.1 19.6 3.1 3.1 3.1 3.1 3.1 3.1 3.1 3.1 3.1 19.6 3.1 3.1 3.1 3.1 3.1 3.1 3.1 19.6 3.1 3.1 3.1 3.1 3.1 3.1 3.1 19.6 3.1 3.1 3.1 3.1 3.1 3.1 19.6 3.1 3.1 3.1 3.1 3.1 19.6 3.1 3.1 3.1 3.1 19.6 3.1 3.1 3.1 3.1 19.6 3.1 3.1 3.1 19.6 3.1 3.1 3.1 19.6 3.1 3.1 3.1 19.6 3.1 3.1 3.1 19.6 3.1 3.1 3.1 19.6 3.1 3.1 3.1 19.6 3.1 19.6 19.6 3.1 19.6 19.6 3.1 19.6 19.6 3.1 19.6 19.6 3.1 19.6 19.6 3.1 19.6	T MHO WERE:		166.0	2114	2.127	3.653	42:147	16, 168	4.553	1 9.074	2.541	1,537
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FETALL GENERAL MERCHANDISE SALES DF TOTAL CRAFT DPER LAB		٠.	•			`	9		•		20.0	27.2
TOTAL TOTAL CENERAL MERCHANDISE SALES OFF TOTAL CRAFT OPER LAB LES, 53-137 5-154 CRAFT TOTAL CRAFT OPER LAB LES, 53-137 5-154 CRAFT OPER LAB	ASIAN GRER	•	:	10	•		•	•	•	:	.,	•
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TOTAL PETALL GENERAL MERCHANDISE SALES OFF TOTAL CRAFT OPER LAB LES, 431-37 33,339 5,154 284 224 19,606 6,071 4,496 1,495 1,772 1,319 1,23,339 5,154 284 224 19,606 6,071 4,496 1,495 1,772 1,319 1,24 9,77 1,55 7,4 4,55 1,54 9,5 13,5 16,7 11,5 16,2 23,0 1,24 9,7 1,55 7,4 4,55 13,5 13,5 16,7 11,5 16,2 23,0 16,9 1,2 1,2 1,2 1,2 1,2 1,2 1,2 1,2 1,2 1,2			•	•	•		•			}	;	:
FUNDAL TOTAL OFFCS SALES OFF TOTAL CRAFT OPER LAB 43.137 33.339 5.154 224 19.006 6.071 4.446 1.405 11.772 1.319 11.24 9.7 4.5 7.4 4.5 9.5 13.5 16.7 11.5 16.7 11.319 11.24 9.7 4.5 7.4 4.5 9.5 13.5 16.7 11.5 11.5 16.7 11.5 11.5 11.5 11.5 11.5 11.5 11.5 11		•			, se		-	,				
FUNDAL TOTAL WIRS TECH WIRS CLER TOTAL CRAFT CDER LAB LA	HINDRI TY FOTAL		OFFCS	0		SALFS	330					
COLUMENT	GROUP EMPEOYMENT		MGRS	PROF	TECH	MKRS	CLER	TOTAL	CRAFT	200		CORREDGE
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12.4 9.7 1.5 7.4 4.5 9.5 18.5 18.7 18.5 24.0 18.9	٠,	78.0	10.1	, t 14		•				!		
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TOTAL MEDICAL-COTHER HEALTH SERVICES SAFS OFF TOTAL CRAFT OPER LAB MODER LAB	INDIAN	۶.	:	,		•	: -:	. "	:	•	•	
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EMPLOYMENT TOTAL WITES PROF TECH NAMES CLER FOTAL CRAFT OPER L4G MOD 1.501 24.546 1.943 .8.906 5.784 401 7.512 3.168 669 808 1.691 1.3 80.1 63.9 49.8 82.4 86.1 75.8 93.2 43.9 '21.7 29.7 59.6 30.9 20.9 10.7 9.3 34.1 75.8 93.2 43.9 '21.7 29.7 59.6 30.8 30.9 20.9 10.7 9.3 34.1 '40.4 24.2 31.0 14.6 32.5 34.8 41.4 5.9 41.	CINDRITY TOTAL		ICAL +OTHER	HEAL TH SER	VICES							
	CADIO FROM DVEENT		200			SALFS	756					SERVICE
80.1 83.9 49.8 82.4 86.1 75.8 93.2 43.9 21.7 29.7 59.6 10.9 13.3 4.1 40.4 24.2 31.0 14.6 32.5 54.8 14.0 2.9 20.7 11.5 11.5 11.0 14.6 52.5 54.8 14.0 2.1 3.2 2.0 7.3 11.3 1.3 1.4 5.8 14.0 14.0 14.0 14.0 14.0 14.0 14.0 14.0	41.701	•		200		Z Z Z	CLER	TOTAL	CRAFT .	OPER	148	MORKERS
80.1 83.9 49.8 82.4 86.1 75.8 93.2 43.9 12.7 29.7 59.6 30.9 20.9 20.9 59.6 30.9 10.7 9.3 34.1 40.4 26.2 31.0 14.6 32.5 36.8 14.0 .9 .6 1.5 .4 1.4 5.9 1.5 .4 1.4 5.9 1.5 .4 1.4 5.9 1.5 1.3 1.3 1.3 1.3 1.3 1.3 1.3 1.3 1.3 1.3	:					104	7.512	3,168	699	90 9	1,691	13,987
30.9 20.9 10.7 9.3 3.1 '40.4 26.2 31.0 14.6 32.5 36.8 14.0 .2 .5 31.0 14.6 32.5 36.8 14.0 .2 .5 31.0 14.6 32.5 36.8 14.0 .2 .5 31.0 14.6 32.5 36.8 14.0 .2 .5 31.0 14.0 32.5 36.8 14.0 14.0 14.0 14.0 14.0 14.0 14.0 14.0		•	49.8	82.4	1.98	. %		;	;			
140 .9 .6 1.5 .4 .2 .5 5.6 .4 1.4 5.8			10.7	6.6	34.1	***	26.7	7 0	7.17	29.7	24.6	91.0
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PATICIPATION OF PENALES AND HINDRITIES IN THE TOP TEM INCUSTRIES IN THE DETROIT, MICHIGAN, SHSA (COLL.)

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FABRICATED SET FABRICATES SALES OFF TOTAL CALFT OPER LLD		1	4	100	44	804	A.E.A.S.	DIUE	1 1 9 3	A R D B	KERS	
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### 1915 1959 1940 1950 196 432 2440 294034 94305 19509 94400 1950 19509			200	PROF	TECH	SALE S	5	TOTAL	13497		•	SERVICE MOOFES
10.6			3,559	1.020	768	432	2.436	29.034	9.305	15.093	5.436	1-102
15.6 1.4 2.3 7.2 5.5 49.8 12.3 7.4 12.1 15.2 21.4 12.1 1.5 12.5												
MISCELLAMEUNS BUSINESS STEWLEE 1.0 1.1 1			 	2.3	7.2	s.,	8 6 4	12.3	•	15.2	24.4	9.5
NECELLARIOUS BUSINESS SERVICE 1.0 1.	:		7.	•	7.5		o 0	23.4	12.1	30.0	21.	31.0
1			: 7	1.0		•	: -:	; ;	•	7•7	0.7	:
MISCELLANEOUS BUSINESS SERVICE SALES CLEM TOTAL CRAFT CRAF			7		•	7		::	:-	•	;	
TOTAL CASE PAGE STEEL WAS CLEE TOTAL CASE		•		,			5					
TOTAL NEFES PADF TECH SALES CLER TOTAL CRAFT OPER LAB		SIN	CELLANEOUS	IUSINESS	SFRVICE		đ				•	
TOTAL WGAS PADF TECH WKRS CLER TOTAL CAMF DPER LAB	MINDRITY TOTA		OFFCS			SALES	OFF					SERVICE
Second Color Seco	GROUP EMPLOYMEN		MGRS		TECH	MAR RS	CLER	TOTAL	CRAFT	0768	LAB	MORKERS
23.1	E MAND AFRE:		•		17647	*	618 46	18.0	4.157	1.112	3, 545	3.99
FECTRICAL EQUIPMENT *SUPPLIES *** *** *** *** *** *** ***			0-4	;	15.5	5.0	74.1	11.2	2.3	25.8	12.1	17.9
** FUB STORES *** *** *** *** *** *** *** *** *** *	M		:	1.7	9.	0 °	٠,٠	13.0	2.1	. 10.3	20.6	31.9
** FOOD STORES ** ** ** ** ** ** ** ** ** ** ** ** **			:-	•	•	٠. ۳	·. '	٠,	ę.	F: 1	7	2.5
** CLECTRICAL EQUIPMENT +SUPPLIES SALES OFF TOTAL CRAFT OPER LAB 5,224 1,800 1,103 - 449 236 1,5756 16,865 4,003 11,861 1,001 19,2 1,53 2,13 2,13 4,0 6,0 7,9 18,7 22,3 3,7 27,0 40,7 2,3 1,10 1,101 1			•	•	:	••	· ·		7.5	7 4	-	•
*** CLECTRICAL EQUIPMENT *SUPPLIES SALES OFF TOTAL NGRS FROM **** CLEAR NAMES CLEAR TOTAL NGRS FROM **** CLEAR NAMES CLEAR NAMES CLEAR TOTAL NGRS FROM **** CLEAR NAMES CLEAR NAMES CLEAR TOTAL NGRS FROM **** CLEAR NAMES CLEAR NAMES CLEAR TOTAL NGRS FROM **** CLEAR NAMES CLEAR NAM							:	;	:	:	:	:
TOTAL DEFES 19.2 1.5 3.9 6.2 46.2 49.7 22.3 3.7 27.0 40.7 4.9 2.0 1 1.0 1.0		•	CTRICAL EQ	JIPHENT +S	UPPL 1ES			•				
**************************************	MINORITY TOTA		OFFCS			SALES	140	`				SERVICE
10.2		•	N CO	1080	<u>ٿ</u>	MARS	CLER	TOTAL	CRAFT	OPER	LAB	MORKERS
19.2 1.5 3.9 9.2 46.2 49.7 22.3 3.7 27.0 40.7 1.3 2.3 2.3 2.3 2.3 2.3 2.3 2.3 2.3 2.3 3.4 2.3 2.3 2.3 3.5 2.3 2.3 3.6 2.3 2.3 4.0 2.5 2.5 5.0 2.5 2.5 5.0	-		000	601.1		962	1,576	16.865	• • • •	11,861	1,001	265
*** 2.3 2.1 4.0 6.9 7.9 18.7 7.0 23.1 12.0 *** FOOD STORES *** FOOD STOR				3.9	8.2	46.2	4-6-7	22.3	3.7	27.0	40.7	9-9
** * * * * * * * * * * * * * * * * * *			2.3	2.1	••	6	7.9	18.7	0.2	23.1	12.0	37.4
FOOD STORES FOOD STORES FOOD STORES TOTAL MCRAS PAGE TECH WARS CLER TOTAL CRAFT DPER LAB 18.221 2.574 32 84 14.615 .916 4.006 906 1.398 1.702 44.0 12.0 9.4 31.0 47.0 87.7 12.7 4.0 13.0 17.2 6.9 4.0 12.0 9.4 31.0 47.0 87.7 12.7 4.0 13.0 17.2 6.9 4.0 12.0 9.4 31.0 47.0 87.7 12.7 4.0 13.0 17.2 6.9 4.0 1.2 9.4 1.2 9.9 18.6 1.1 1.1 1.2 9.4 9.5 1.225 16.775 4.241 B.662 3.872 17.4 1.1 3.6 5.1 5.0 57.1 4.8 6.4 6.5 17.4 1.1 3.6 5.1 5.0 57.1 4.8 6.4 6.5 17.4 1.1 3.6 5.1 5.0 57.1 4.8 6.4 6.5 17.5 1.1 3.6 5.1 5.7 5.1 1.2 1.1 35.4 1.2 1.1 1.2 1.1 1.1 1.1 1.1 1.1 1.1 1.1	;		7.	r:	~		•	1.0	•	:	1.3	
## FOOD STORES ### FOO			?	•	٠:		•	•5		7.		•
FOOD STORES			٠		;		•		:	•		•
TOTAL COFEC SALES OFF TOTAL CRAFT	•	•	D STORES	•			•		,			
TOTAL MGRS PROF TECH WARS CLER TOTAL CRAFT DPER LAB	MINORITY TOTA		OFFCS			SALES	1FF					SFRVICE
### 1702 12.0 9.4 11.0 12.7 12.7 4.0 11.39 11.702 ### 12.0 9.4 31.0 47.0 87.7 12.7 4.0 13.0 17.2 ### 12.0 9.4 31.0 47.0 87.7 12.7 4.0 13.0 17.2 ### 13.0 12.0 9.4 12.0 12.2 ### 13.0 12.0 9.4 12.0 ### 13.0 12.0 9.4 9.5 ### 13.0 9.4 9.4 9.4 ### 13.0 9.4 9.4 ### 13.0 9.7 9.4 ### 13.0 9.7 9.4 ### 13.0 9.7 9.4 ### 13.0 9.4 ### 13.0 9.4 ### 13.0 9.4 ### 13.0 9.4 ### 13.0 9.4 ### 13.0 ###	GROUP " EMPLOYMEN		MGRS	PROF	TECH	EKRS.	CLER	TOTAL	CRAFT	OPER	LAB	MORKERS
18.3	K WHO WERE:	,	. ,,,,,	75	•	610.4	916.	•• 000	900	1 . 398	1,702	36
AMER 15 12.9 6.3 9.9 18.8 AMER 17 11 1 1 2 1 2 2 2 2 2 2 2 2 2 2 2 2 2	•		12.0	4.6	31.0	47.0	1.78	12.7	•••	13.0	17.2	19.4
MARR 15 1.2 2.6 2.6 2.6 2.6 2.6 2.6 2.6 2.6 2.6 2			•		0*9	4:7		12.9	6.3	6.6	18.6	22.2
NATE	٠.		•		1.2	•	s:	1:2	7.	•5	9.2	5.6
TOTAL PRIMARY HETAL INDUSTRIES SALES THE TOTAL CRAFT OPER LAB 21+518 4+501 1.844 504 6490 238 1.225 10+775 4+241 00-662 3,872 7.5 17+4 1-1 3+6 5-1 5-0 57-1 4-8 6+5 6+5 6+5 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.	INDIAN AREK				•1				Ŷ	-	~-	
TOTAL PRIMARY WETAL INDUSTRIES SALES THE TOTAL CRAFT OPER LAB 21.510 4.501 1.844 504 640 230 1.225 10.775 4.241 0.662 3.872 7.5 17.4 1.1 3.6 5.1 5.0 57.1 4.8 6.4 6.5 7.5 7.5 17.4 1.1 3.6 5.1 5.0 57.1 4.8 6.4 6.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7		•	}			!		:	:	: .	:	•
FROLUTING TOTAL OFFICE SALES OFF TOTAL CRAFT OPER LAB 21-510 4-501 1-844 504 6490 238 1.225 10.775 4.241 0.662 3,872 RE: 7.5 17-4 1.1 3.6 5.1 5.0 57.1 4.8 6.4 6.5 7.0 87.1 4.8 6.4 6.5 7.1 35.4 21.3 AMER 1 3.3 -2 1.0 .0 .0 .0 .0 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1 .1	. !		MARY METAL	INDUSTRIE		,					•	-
LUTARAI IUAAL MASS FARIP IECH MARS CLER IIIAL CRAFT OPER 'LAB 21518 4-501 1-844 504 640 238 1.225 16.775 4.241 8,662 3,872 7.5 17.4 1.1 3.6 5.1 5.0 5.1.4 4.8 6.4 6.5 7.0 3 4.2 4.8 1.2 3.6 5.5 25.0 7.1 35.4 21.3 8 1.1 1.3 1.2 1.0 1.0 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1	MINDRITY TOTAL		OF FCS			SALES	75.			;		SERYICE
7.5 17.4 1.1 3.6 5.1 5.0 57.1 4.8 6.5 6.5 5.2 5.0 7.1 35.4 51.3 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0			1 445	905	¥00.4	238	1.225	1014	CRAFT 6.241	B-662	. LAB	HORKERS
7.5 17.4 1.1 3.6 5.1 5.0 57.1 4.8 6.5 1 6.4 6.5 1 7.1 35.4 21.3 3 7.1 0.2 0.2 0.2 0.1 0.2 0.2 0.2 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1	T MHO WERE:		,		?	2				30040	71.00	76.7
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1 10 0.2 0.7 1.4 1.5 1.5 1.7 1.4 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5			•	1.2	3.6	•	5.5	25.0	7.1	35.4	21.3	36.8
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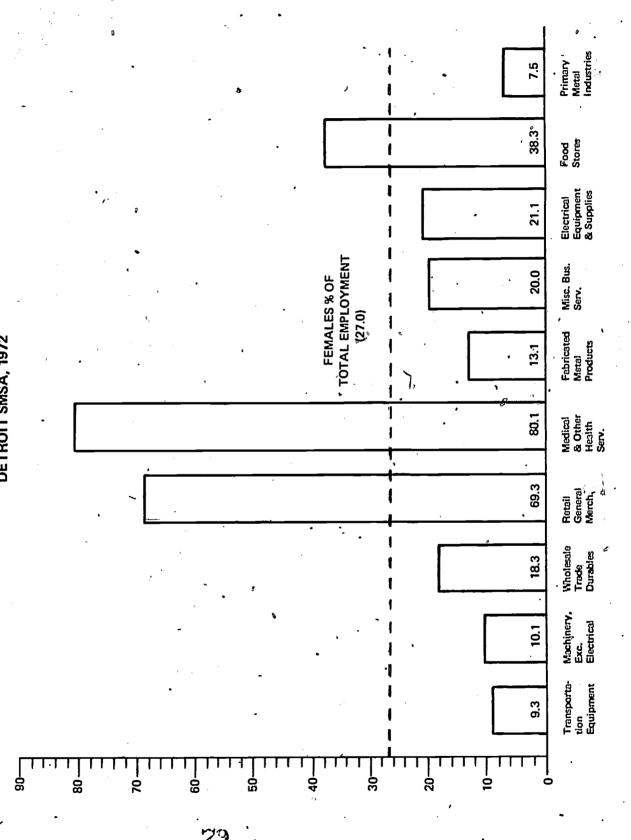
PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE DETROIT SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE DETROIT SMSA, 1972

ERIC **

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HOUSTON

The Houston population in 1972 was about 2.1 million. Blacks comprised the largest minority group and accounted for one-fifth of the population. Spanish Surnamed Americans were the second largest ethnic group and they accounted for one-tenth of the area population. About one-half of the population was female.

About 823,000 or two thirds of the SMSA civilian population 16 years old and over were in the labor force in 1972. The black labor force numbered 180,000, or one-fifth of the SMSA labor force. Women 20 years and older accounted for 34 percent of the labor force.

In 1969, males in the area had median earnings of \$7,963. Females' earnings were less than half (\$3,585) that of males. Black and Spanish males' fared better than females in average earnings; median earnings for black males was \$5,190 and \$6,229 for Spanish males. Black females had the lowest median earnings, \$2,382. Spanish females earned \$3,132.

Income and educational attainment were not directly related, particularly in regard to disparities in earnings between males and females. Persons 25 years old and over had completed a median of 12 years of school in 1970 but females earned less than half that of males. Black males in the same age group completed a median of 9.7 years of school and black females completed a median of 10.5 years of school, but earned substantially less. Spanish persons were least likely to be high school graduates. Spanish males and females 25 years old and over had completed medians of 8.9 and 8.7 years of school, respectively. It is noteworthy that although Spanish were generally less educated than blacks, they had higher average earnings.

**Employer reports covered over 2,000 establishments which employed about 391,000 persons in 1972. Blacks accounted for 16 percent and Spanish Surnamed Americans for eight percent of total area EEO·1 employment. Asian Americans and American Indians together accounted for less than one percent of area EEO·1 employment. Twenty-eight percent of the area's workers were women.

Overall minority representation in the ten largest industries was less than their representation in the SMSA as a whole. In four of these large industries not more

than ten percent of total employees were black and in four other industries no more than six percent of total employees were Spanish Surnamed Americans.

Among the ten largest area industries, females and blacks were employed to a greater extent in Medical and Other Health Services than in other large industries. Females also held a sizeable share of total employment in the Retail General Merchandise industry. Miscellaneous Business Services employed the largest proportion of Spanish Surnamed Americans.

Differences in average income between the total population and minorities and women result largely from highly disproportionate concentrations of minorities and women in low paying jobs and high concentrations of Anglo males in the highest paying jobs. In all of the ten industries blacks were over-represented in operative, laborer and service jobs. In only one industry did black participation in craft positions exceed their overall participation. This exception was the Wholesale Trade-Durables Industry. Spanish Surnamed Americans were also over-represented in operative and laborer jobs in each industry and in service jobs in eight industries. However, in five industries Spanish representation in craft jobs exceeded their overall participation. Only one industry (Medical and Other Health Services) employed a sizeable percentage of women in higher paying managerial, professional, and technical jobs.

The occupational patterns of the various groups within the SMSA as a whole did not differ significantly from those noted in the ten largest industries. The two minority groups were concentrated in operative laborer and service jobs and females held clerical jobs predominately. In other words, minorities comprised the low level blue collar and service work force and females were the office and clerical work force while Anglo males comprised the managerial, professional, and skilled craft work force.

The distributions of Anglos differ considerably from those of minorities. Thirty-one percent of the Anglo males held managerial and professional jobs and another seven percent held technical jobs. Only six percent of the minority males held managerial and professional jobs and three percent were technicians. Four percent of the

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minority males were clerical workers. Anglo males were also more likely to hold craft jobs than other blue collar or service jobs. One-fourth of the Anglo male employees were craftsmen, but only four percent field laborer jobs and only three percent held service jobs. Seventeen percent of the minority males were craftsmen but, nearly one-third were operatives and nearly one-fourth were laborers. One-eighth of the minority males were service workers.

About 55 percent of the Anglo females held office and clerical jobs, 14 percent were salespersons, and another eight percent were service workers-a total of over three-fourths of Anglo women concentrated in only three job categories.

The pattern of employment of minority women was different from that of Anglo women. Minority females were highly concentrated in clerical (28 percent) and service jobs (32 percent) and to a lesser degree in sales, operative laborer and technical jobs-ninety-two percent of the minority women held jobs in these six categories. The lowest proportion of minority females

and next to lowest proportion of Anglo females were in managerial jobs.

The occupational position of minorities and women has generally improved since 1970. Between 1970 and 1972, employment increased steadily in every occupational group. Black penetration of the white collar work force increased steadily; the most significant relative gain was in technical jobs. Blacks' share of blue collar jobs declined slightly overall, but the drop was confined to laborer occupations.

Spanish Surnamed Americans held about the same percent of jobs in the reported work force between 1970 and 1972. Their share of jobs changed very little in each of the job categories except laborers where Spanish employment increased 36 percent.

The most significant changes in female employment between 1970 and 1972 were in professional and technical occupations. The number of female professionals increased by 47 percent and female technicians increased by 42 percent.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE HOUSTON, TEXAS, SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	. 100.0	100.0	100.0	100.0
7,11 0000,000	,			,,,,,,
White Collar	52.7	16.0	85.8	50.6
Offficials and Managers	. 16.6	2.6	3.9	. 1.4
Professionals	14.8	2.9	8.3	5.2
Technicians	7.2	2.9	5.0	7.6
Sales Workers	8.4	3.7	14.1	8.0
Office and Clerical	5.8	4.0	54.5	28.4
Blue Collar ,	44.1	72.4	6.5	17.1
Craftsmen	2 5.1	17.0.	1.2	1.8
Operatives	14.7	. 31.8	3.6	7.9
Laborers	4.3	23.7	1.8	7.3
Service Workers	3.2	11.6	7.7	32.3

PARTICIPATION LAIES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EXCLOTIES, 1970, 1971; AND 1972

HCLSICA, TEXAS			٠.		PRITCIPATION BAIES	111ES.	CCCUPATION	TCCUPATICHAL DISTR	HEULICH
	0151 -	1651	7251	0281	गडा	2257	525T	17.61	2251
TCTAL EPELCYEES	345,423	361,527	156,131	15.0	15.5	15.7	100-0	100.0	106.0
EMITE CCLLAP	189, 714	155,674	208,123	5.7	4.4	7.1	20.5	21.7	24-1
PACFESSIGNALS	35,408	39,003	41,539	7:2	7	3.7	::	5.1	5.5
TECHNICIANS	20,506	21,738	23,544	9.4	4.3	11.4	3.4	3.5	*;
CFICE AND CLERICAL BORKERS	31,783	32,375	34.168	::	6. u	0.¢		10.4	10.9
BLUE CCLLAB	135,268	139,783	152,486	7.22	23.9	22.2	1 59.3	57.9	55.3
CPERATIVES	55,863	55,524	57,645	27.72	L. OE	4.75	29.4	9.1 31.3	10.5 26.2
LABCREFS	24, 425	23, 749	28,394	42.8	45-4	40-2	20.2	17.5	16.6
SERVICE MCRKERS	24,301	26-070	30,128	43.0	45°	41.9	20.2	20.4	20.6

SCURCE: EGUAL EMPLETHENT OPPORTUMITY COPMISSION, EEC-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATIOS PAIES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EXCUSTES, 1970, 1971, AND 1972

HELSTER. TEXAS				DIEST.	ARTICIPATICA PATES	, JES.	TERANSSS	CCUPELICEAL DISTALEULIC	LEUTES
	1570	1971	1972	वरध	1251	2251	0251	1751	7757
TOTAL ERFLCYEES	345,223	361,527	350,737	28.4	28.0	28.3	100-0	· 100*9	100.0
MAITE CCLLAR	185,714	155,674	204, 123	46.2	39.6	9-0-		76.4	
PACFESSICALLS	36,408	39,003	41,535	15.8	15.5	15.7		7.0	
TECFNICIANS	20,506	21, 738	23,584	21.3	22.6	26.0		7	5.5
CFICE AN CLEMICAL NORKERS	31,783	32,375	34,168	15.2	76-9	77.6	13.2	13-1 49-6	12.5
etue contan	135,206	135,783	152,486	7:1	7.3	Ø.	11.3	10-1	9.3
CARTINES	54, 716 24, 425	55,510 23,749	57,649 28,396	12.7	7.5 10.2 12.3	9.1	7-1	700	
SERVICE MERKERS	24, 301	26,070	30,128	0 11	52.3	52.3	12.6	i S. E.	14:3

SCURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEC-1 REPCRTS, 1970, 1971, AND 1972.



PARTICIPATION BATES AND OCCUPATIONAL DISTRIBUTIONS OF SPANISH STRUCTURES, 1970, 1971, AND 1977

HCUSTON, TEXAS	•			{	PASTL	PARTICIPATION RATES	MIES	TIV-ANDO	OCCUPATIONAL DISTRIBUTION	CEUZ ION
P. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	1970	161	2261	۱	ध्यक्ष	1251	2251	व्यक्त	1251	7255
TOTAL EMPLEYEES	345. 223	361,527	390,737		7.5	7.	0.0	100.0	100.0	100.0
MITE COLLAR	165, 714	195,674	205,123	Ŀ	3.9	0.4.		27.9	28.3	28.6
OFFICIALS AND MANAGERS	33,076	37,008	40,842	_	7.00	1.6	6-1	72	2.2	2.5
PROFESSIONALS	35,408	39,033	41,939	_	6.9	. 2.3	2.0	2.0	3.2	3.7
TECHNICIANS	20,903	21, 730	133.504	_	5.5	5.0	. 5.5	5.5	Ö	4.4
SALES "MURKERS	31, 783	32, 375	34,168	-1	4-7		5.2	8.8	6.9	5.7
OFFICE, AND CLERICAL MORKERS	64,541	65,550	67,590		5.2		S . C	13.0	12.8	12.6
UE CCLLAR	135,208	139,783	152.486	-	11.0	•	11.6	57.8	57.0	57.6
CRAFTSHEY	55, 863	56,524	144.99	-	6.8	7.2	4.2.	14.6	14.8	15.4
CPERATIVES	54,916	59,510	57,649	-	13-1	12,3	12.1	25.6	25.8	22.3
LABORERS	24.429	23, 749	28,396		10.4	19.1	21.6	17.4	16.4	19.6
SERVICE MURKERS	24,301	26,073	30,128		15.2	15.6	14.3	14.3	14.7	13.6

SCILICE: EQUAL EMPLOYMENT CPPONTUNITY COMISSICN, EEG-1 REPORTS, 1970, 1971, AND 1972.

SERVICE OPER LAR MORKERS	*	45.5			· ·		279 6,31	57.4 61.6 78.	2004			•	OPER LAB WORKERS		4.1 34.2 26.5		٠		OPER LAB MORKERS		21.3 45.5 34.5 8.2 10.3 8.2			SERVICE OPER LAS MORKERS	4-0 4-4
CRAFT		7.5						23.2) i		•	CRAFT - DI	4	2.4.5	; -			CRAFT 01		2. 5.7 21 2.8. 2	-	:	CRAFT OF	
Total		14:2				TOTAL	1,528	***	40.5	8 Z	!	פ	TOTAL:	,	12.1	改 :		•	, TOTAL		13.0	<u>.</u>		TOTAL	2.4
S S S S S S S S S S S S S S S S S S S	١.	65.7		•			# 9 F	,	7.9	~	40	Š	٠,						C CERT				١.	OFF CLER	26.
SALES SALES TECH HKRS		5.0 2.6	•	ļ	·) ,	ZAL XX	58 19	12.4 13.7		•			CH WKRS		0.4	*		SALES	CH NKRS		4.7 2.5		•	SALES ECH WKRS 956 ASS	D
PROF					HEALTH SERVICES	PROF TECH	903	61.0		3.5		LL SEO PRODUCTS	2,696 2,126	٠.,				PRODUCTS	PROF TECH 5,523 1,013		1.1	• ~		PRODUCTS PROF 725	
MISC. SERVICES OFFICES OFFICES			.:'	. ,	MEDICAL LOTHER HE	MGRS	1.1	√. ••••••••••••••••••••••••••••••••••••	2,55	უ:		CALS AND A	* HGRS	•	•	. 7		ROLEUM + COAL	MGR S 3, 693	. 7:1	, .			RICATED METAL DFFCS* MGRS 2.054	1.2
TOTAL	(- C - C - C - C - C - C - C - C - C - C			Z.	TOTAL	1413	7	6.3	1.5	· ·	CHEM	TOTAL '		2.5	2.2		a	TOTAL 15,838	9:82	Ż	•••		FABI PRITAL 6.103	19.8
TOTAL FMPLOYMENT 32.910		0.0		•	`	ENPLOYMENT	•	79.6 33.7		AMER 1.1	J		EMPL DYMENT 26.170				: 		EMPLOYMENT 22,525		3.4			TOTAL EMPLOYMENT 19,908	
MINDRETY GROUP	T WHO WERE	BLACK.	ASTAN ANER	: .	ALIEUMIN .	anous?	₩.	FEMALE BLACK	SSA	ABIAN ANER		MINGRITY	6.800.	T. WHO WERE:	BLACK	ASIAN ANER	(HINDRITE	GROUP	# WHO WERE: FEMALE	SSA	LAD AN AMERICAN	1	HINDRI TY GROUP	S MHO WERE: FEMALE BLACK
			4	ik.	Art.		•		ď	•		•	٠				,		• •	•	.	•	·	کھ .	7 ×

'BRTICIPATION OF PEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE HOUSTON, TEXAS, SMSA &

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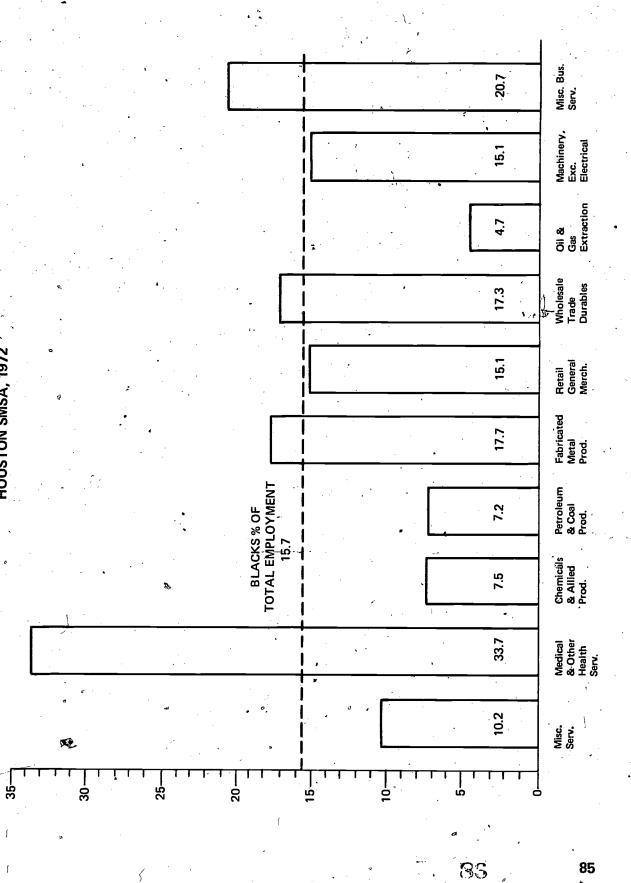
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PARTICLEATION OF PENALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE HOUSTON, TEXAS, SNGA (CORE.)

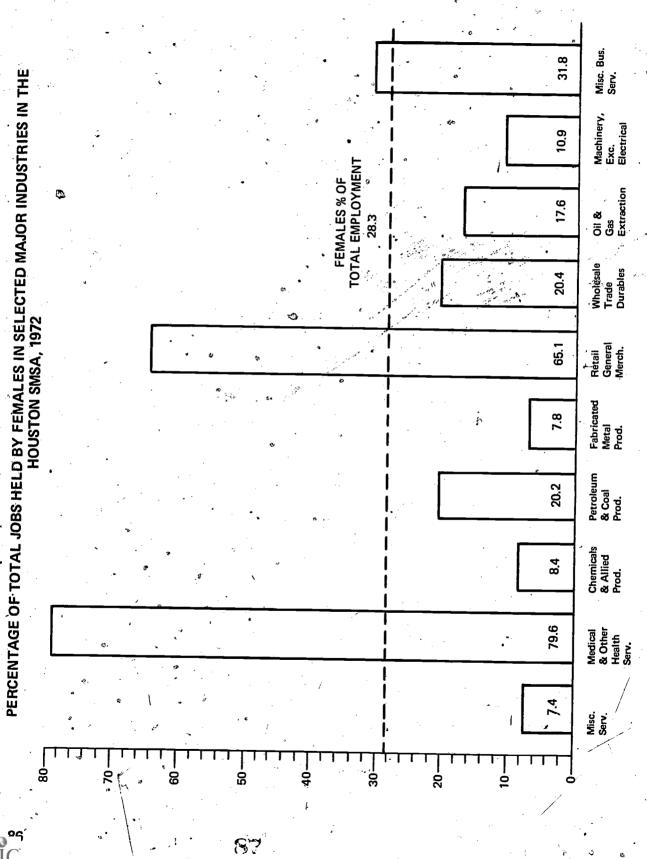
THE CHAIN FOR THIS CREEK RECOMMUSES AND SEELS AND SEE	, ,		ا جمعہ :										
FEMALONICAL TOTAL GENERAL MERCHANDISE SALES OFF TOTAL CARPT PERS LAS SALES OFF TOTAL CARPT PE	, ,				1 1 1		4 n	3	1 TO 1	1100		2	
The control of the	•		•							,			
ELITORIANE INTRA UNITED AND TECH AND TOTAL COAT TOTAL COAT TOTAL T	,	,	. net.	AIL GENERAL	L MERCHANDI	SE			· •				
19-11 10-10 10-1	GROUP EMP	LOYMENT	TOTAL	MGRS		TECH	SALES	CLER	TOTAL	CRAFT	DPER	LAB	SERVICE MORKERS
17.7 17.2 17.4 17.4 17.5	S MER NERES	19,437	14.829	2,213		961	9.807	3,496	2,840	832	824 r	1.184	1.76
15.1 10.1 5.4 7.7 13.4 10.4 12.1 2.2 13.2 13.8 28.8	FEMALE	65.1	72.0	34.9	49.6	49.5	75.1	89.7	32.8	19.0	42.2	36.0	58.7
TOTAL WOLESALE RADE DURABLE S SALES OFF TOTAL CARAT OPER Lab STATE CARAT OPER Lab CARAT OPER	BLACK	15.1	10.1	¥.	7.7	13.8	10.4	12.1	24.2	13.2	28.8	28.6	43.1
TOTAL WINDLESALE TRADE DUARLES SALES CLER TOTAL CRAFT OPER Lab MONTE CRAFT OPER Lab MONTE CRAFT OPER Lab MONTE Lab MONTE Lab L	ASIAN ANGE		•	.	0.0	15.6	? ·	 	4.4	17.3	11.5	15.5	7.1
TOTAL TOTAL TAGE DUABLES SALES CUER TOTAL CARPT	INDIAN	in,		: •	•	? `	n •	**	7 7				
TOTAL WHOLESALE TRADE DUABALES SALES OFF TOTAL CRAFT COPER TOTAL CRAFT COPER TOTAL CRAFT COPER TOTAL CRAFT COPER TOTAL CRAFT CRA	ĉ						:	•		l .			
Total	b		CHA	LESALE TRAC									
15.00 11.73 2.374 1.002 1.008 1.005 2.108 2.109 2.10	ö	TOTAL		OFFCS		_	SALES	DFF	•				SEBUTCE
	ž.	LOYMENT	TOTAL	MGRS	PROF	TECH	EKA S	CLER	TOTAL	CRAFT	OPER	LAB	MORKERS
Total		18,962	11.732	2,374	1.062	1,068	3,054	4.174	266.9	2:487	2,872	1,638	233
	FEMALE	4.02	1 00%	,	•	•	•	;	•		•	. (. ;
TOTAL	BLACK	17.3	9.4		•) .		3.1		•	
TOTAL TOTAL WIGHS EXTRACTION SALES CLER TOTAL CLAFT COPER LAB MORE CLAFT COPER LAB MORE CLAFT	SSA	7.9.7	3.1	6-1				7.4	2.1			7.61	
TOTAL MICRICANCE MICRICAN	ASTAN ANER	₹	is.	•					:	} -	}		
FIGURAL TOTAL MGS EXTRACTION E. 17.4 24.9 L.7 1.05 2.0 1.25 2.178 2.187 2.194 817 LOSSING 10.901 2.313 3.554 1.042 2.00 3.252 5.178 2.187 2.194 817 LOSSING 10.901 2.313 3.554 1.042 2.00 3.252 5.178 2.187 2.194 817 LOSSING 10.901 2.313 3.554 1.042 2.00 1.252 2.178 2.187 2.194 817 LOSSING 1.2 2.4 1.2 1.0 3.0 2.5 74.2 6.6 1.8 11.2 7.2 TOTAL MACHINERY, EXC. ELECTRICAL SALES OFF 1.1 3.0 10.3 21.9 ENROWENT TOTAL HGS 1.2 3.6 4.7 3.5 4.4 1.1 2.1 3.6 1.9 1.1 1.1 1.1 1.1 1.1 LOSSING 2.1 2.2 1.0 2.2 2.3 44.7 3.6 3.9 3.13 5.9 1.1 1.2 2.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1	INDIAN	3,	*	m	٠,	· ·	: -:), :	7.	:		7	
TOTAL OTE AND GAS EXTRACTION SALES CLER TOTAL CAAFT OPER LAB	7.	ņ		•				•		•			
ENDOMENT TOTAL NIGRS PROF TECH NERS COFF TOTAL CRAFT OPER LAB ENDOMENT TOTAL NIGRS PROF TECH NERS COFF TOTAL CRAFT OPER LAB ENDOMENT TOTAL NIGRS PROF TECH NERS COFF TOTAL CRAFT OPER LAB ENDOMENT TOTAL NIGRS PROF TECH NIGRS COFF TOTAL CRAFT OPER LAB ENDOMENT TOTAL NIGRS PROF TECH NIGRS COFF TOTAL CRAFT OPER LAB TOTAL CRAFT OPER LAB TOTAL NIGRS PROF TECH NIGRS COFF TOTAL CRAFT OPER LAB TOTAL TOT				GAS	TRACTION			,					
FINDLOWINER TOTAL HORS PROF TFCH WARS CLER TOTAL CARF OPER Lab	INDRITY	TOTAL		FC S			SALES	OFF					SERVICE
	GROUP EMPL	OYMENT		MGRS	PROF	TECH	WKRS	CLEA	TOTAL	CRAFT	OPER	L 8.6	MORKER
17.6 24.9 1.7 1.5 3.0 2.5 7.2 6.6 1.8 11.2 7.2 7.2 7.2 6.6 1.8 11.2 7.2	LHÓ MERE:	10.01		2,313	3,554	1,642	500	3,252	5,178	2,167	2,194	8 1 7	37
MACHINERY, EXC. ELECTRICAL 1.5 4.4 9.1 3.0 10.3 21.9 1.5 4.4 9.1 3.0 10.3 21.9 1.5 4.4 9.1 3.0 10.3 21.9 1.5 4.4 9.1 3.0 10.3 21.9 21.9 2.5 4.4 9.1 3.0 1.0 3.0 21.9 21.9 21.5 2.5 3.4 2.5 2.5 3.4 2.5 3.3	FEMALE	17.6		1.7	174	7.7.		76.3	2.4	4	0-4	-	9
TOTAL	BLACK	4.7	3.1	ه ر	1.0	0	2.5	7.2	4	•	11.2	7.2	23.7
HOTAL HACHINERY, EXC. ELECTRICAL SALES COFF TOTAL CLAFT COPER LAB	SSA	4.7	2.6		1.5	* : *	s.	;;	9.1	3.0	10.3	21.9	•
TOTAL NACHINENY, EXC. ELECTRICAL SALES OFF 107AL CRAFT OPER LAB 16.154 6.154 6.157 1.720 0.127 2.13 2.22 2.13 64.7 3.6 6.13 1.32 33.5 43.9 1.52 2.2 2.2 2.2 2.2 2.2 2.2 2.2 2.3 2.2 2.3 2.3	ASTAR AMER	m, -	⊕ 1	:	•	۲.	ا و		∹		۳.		
FUND TOTAL FUND T		:	• •	•	:	:	•	•	:	•	:	:	
TOTAL TOTAL HORS PROF TECH WAS CLER TOTAL CAFT OPER LAB 16-154 6-154 1-1726 930 TZ 2 1-1976 9500 5-293 3-335 172 172 1-1976 9500 5-293 3-335 172 172 1-1976 9500 5-293 3-335 172 172 172 1-1972 1-1976 9500 5-293 3-335 172 172 172 172 172 172 172 172 172 172	•			3 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6			i	. •					
FUNDOWNERT TOTAL URINS PROF TECH WARES CLER TOTAL CRAFT OPER LAB 15.15 5.15 5.25 1.37 5.25 1.37 5.25 1.37 5.25 1.37 5.25 1.37 5.25 1.37 5.25 1.37 5.25 1.37 5.37 5.37 5.37 5.37 5.37 5.37 5.37 5			340	MINERY, EXC		A					١.		
	ů	OVERNI	TOTAL	N THE STATE OF THE	3080	7,004	SALES	j j	/	1	. 0		SERVICE
10.9 21.7 2.1 4.8 3.5 2.3 4.7 3.6 3.5 3.		16.154	6.519	1.726	0.0	922	0 1.0	1.974	9.500	5.263	GF ER		MURAFR
10.9 21.7 2.1 4.8 3.5 2.3 44.7 3.6 .9 4.1 10.8 15.2 2.2 1.5 2.2 .7 3.9 10.7 8.3 13.2 3.5 7.2 2.2 1.0 2.3 2.2 .7 3.9 10.7 8.3 13.2 15.0 7.2 2.2 1.0 2.3 2.2 .7 3.9 10.7 8.3 13.2 15.0 8.2 8.3 12.2 4.8 73.5 28.3 15.5 32.9 31.0 8.3 1.3 2.3 2.3 3.4 2.3 2.3 3.5 8.4 2.7 2.7 2.7 2.7 2.7 2.7 8.5 2.7 2.7 2.7 2.7 2.7 8.5 2.7 2.7 2.7 2.7 8.5 2.7 2.7 2.7 8.5 2.7 2.7 2.7 8.5 2.7 2.7 2.7 8.5 2.7 2.7 8.5 2.7 2.7 8.5 2.7 2.7 8.5 8.5 2.7 8.5 2.7 8.5 2.7 8.5 2.7 8.5 8.5 2.7 8.5 2.7 8.5 2.7 8.5 2.7 8.5 8.5 2.7 8.5 2.7 8.5 2.7 8.5 2.7 8.5 8.5 2.7 8.5 2.7 8.5 2.7 8.5 2.7 8.5 8.5 2.7 8.5 2.7 8.5 2.7 8.5 2.7 8.5 8.5 2.7 8.5 2.7 9.5 2.7 9.5 2.7 9.5 9.5 2.7 9.5 2.7 9.5 2.7 9.5 2.7 9.5	MHO WERE:	1								•		:	ì
MISCELLÁNEONS BUSINESS SERVICE A-1 A	FEMALE 9: 4CV	0	21.7	2.1	•	: m	2•3	64.7	3.6	•	7	9. 01	9.0
MER 2 3 5 8 2 2 2 2 2 2 2 2 2	V 400	7.7					•	•	7.67	7.5	99		2.0
TOTAL MISCELLAMEOUS BUSINESS SERVICE SALES OFF TOTAL CRAFT OPER LAB 12.646 4.947 920 921 225 442 2.139 3.780 805 1.247 1.728 20.7 8.2 5.3 1.1 2.3 5.6 9.8 31.6 11.8 40.1 34.7 20.7 6.2 5.3 1.1 2.3 5.6 9.8 31.6 11.8 40.1 34.7 1.728 1.1 2.3 5.6 5.4 24.7 1.1 2.3 5.0 6.6 5.4 24.7 1.1 2.3 32.9 31.0 34.7 20.7 14.7 14.7 14.7 14.7 14.7 14.7 14.7 14	ASIAN ANER	7			•		•	`	-	:	7.67		:
TOTAL OFFICELAMEOUS BUSINESS SERVICE SALES OFF TOTAL CRAFT OPER LAB 12.646 4.947 920 921 525 442 2.139 3.760 805 1.247 1,728 12.646 4.947 920 921 525 442 2.139 3.760 805 1.247 1,728 12.646 4.947 920 7.8 8.8 12.2 4.8 73.5 28.3 15.5 32.9 31.0 20.7 6.2 5.3 1.1 2.3 5.6 9.8 31.6 11.8 40.1 34.7 20.1 4.4 2.8 2.3 2.3 5.0 6.6 5.4 24.7 10.7 14.7 38.4	INDIAN	e.	•		, v,			۳.	۳.	•	: =:	. 7	
TOTAL OFFICELAMEOUS BUSINESS SERVICE SALES OFF TOTAL CRAFT OPER LAB 12.646 4.947 920 921 5.25 442 2.139 3.780 805 1.247 1.728 12.78 31.8 36.4 7.8 8.8 12.2 4.8 73.5 28.3 15.5 32.9 31.0 20.7 6.2 5.3 1.1 2.3 5.6 9.8 31.4 11.8 40.1 34.7 20.1 4.4 2.8 2.3 5.0 6.6 5.4 24.7 10.7 14.7 38.4 7.8 6.5 6.6 5.4 24.7 10.7 14.7 38.4 7.8 6.5 6.6 5.4 24.7 10.7 14.7 38.4 7.8 6.5 6.6 5.4 24.7 10.7 14.7 38.4 7.8 6.5 6.6 5.4 24.7 10.7 14.7 38.4 7.8 6.5 6.6 5.4 24.7 10.7 14.7 38.4 7.8 6.5 6.6 5.4 24.7 10.7 14.7 38.4 7.8 6.5 6.6 5.4 24.7 10.7 14.7 38.4 7.8 6.5 6.6 5.4 24.7 10.7 14.7 38.4 7.8 6.5 6.6 5.4 24.7 10.7 14.7 38.4 7.8 6.5 6.6 5.4 24.7 10.7 14.7 38.4 7.8 6.5 6.6 5.4 24.7 10.7 14.7 38.4 7.8 6.5 6.6 5.4 24.7 10.7 14.7 38.4 7.8 6.5 6.5 6.5 6.5 6.5 6.5 6.5 6.5 6.5 6.5						. 1						•	
EPPLOMMEN TOTAL OFFG SAFS OFF TOTAL CRAFT OPER LAB 12.646 4.947 920 921 525 442 2.139 3.780 805 1,247 1,728 12.647 4.947 920 921 525 442 73.45 28.3 15.47 1,728 20.7 6.2 5.3 1.1 2.3 5.4 9.8 31.4 15.5 32.9 31.0 20.7 6.4 2.5 2.3 5.6 9.8 31.4 10.7 14.7 34.7 ARR .2 .4 2.5 .6 5.4 24.7 10.7 14.7 34.7			MISC	SELLANEOUS	BUSINESS S	ERVICE					,		•
EPHLOWENT TOTAL MORS PROF TECH WARS CLER TOTAL CRAFT OPER LAB 12.648 4,947 920 921 525 442 2,139 3,780 805 1,247 1,728 18.8 31-6 36-6 7.8 8-8 12.2 4-8 73-5 28-3 15-5 32-9 31-0 20.7 6-2 5-3 1.1 2,3 5-6 5-6 5-8 11-8 40-1 34-7 20.1 4-4 2.8 2.3 5-0 6-6 5-4 24-7 14-7 14-7 38-4 MER -2 -4 1 1-2 -6 -1 1-1 1		TOTAL		OFFCS			SALFS	OFF.			1		SERVICE
31-8 36-6 78 8.8 12-2 4-8 73-5 28-3 15-5 32-9 31-0 20-1 12-1 31-0 20-1 12-1 31-0 20-1 12-1 31-0 20-1 12-1 31-0 20-1 12-1 31-0 20-1 31-0 20-1 31-0 20-1 31-0 20-1 31-0 20-1 31-0 20-1 31-0 20-1 31-0 20-1 31-0 20-1 31-0 20-1 31-0 20-1 31-0 20-1 31-0 20-1 31-0 31-0 20-1 31-0 31-0 31-0 31-0 31-0 31-0 31-0 3	Ž.	DYMENT	TOTAL	MGRS	PROF.	TECH	MARS	CLER	TOTAL	CAAFT	OPER	LAB.	HORKER
31.8 36.6 7.8 8.8 12.2 4.8 73.5 28.3 15.5 32.9 31.0 20.7 6.2 5.3 11. 2.3 5.6 9.6 31.6 11.8 40.1 34.7 20.1 4.4 2.8 2.3 5.0 6.6 5.4 24.7 10.7 14.7 38.4 11.2 2.0 6.6 5.4 24.7 24.7 10.7 14.7 24.7 24.7 24.7 24.7 24.7 24.7 24.7 2	KHO WEEF			750	17,	(35)	7	661.7	3.780	60	1.7.1	1,772	3.92
20.7 6.2 5.3 1.1 2.3 5.6 9.8 31.6 11.8 40.1 34.7 20.1 4.4 2.8 2.3 5.0 6.6 5.4 24.7 10.7 14.7 38.4 (R .2 .4 .1 .1 .1 .1 .1 .1 .1 .1	FEMALE	31.8	36.6	7.8	•	12.2	8.4	73.5	28.3	15.5	32.9	31.0	29.7
20-1 4-4 2.8 2.3 5.0 6.6 5.4 24.7 10.7 14.7 38.4	BLACK	20.7	5.2	5.3	1:1	2.3	5.6	8.6	31.6	•	40.1	34.7	28.
1. 5. 2. I	SSA	20-1	•	2.8	2.3	0.5%	9.9	5.4	24:7	10.7	14.7	38.4	35.0
	ASIAN AMER	7	•••	-: ^	1.2	ę.		- .	-	:	•	∹:	•

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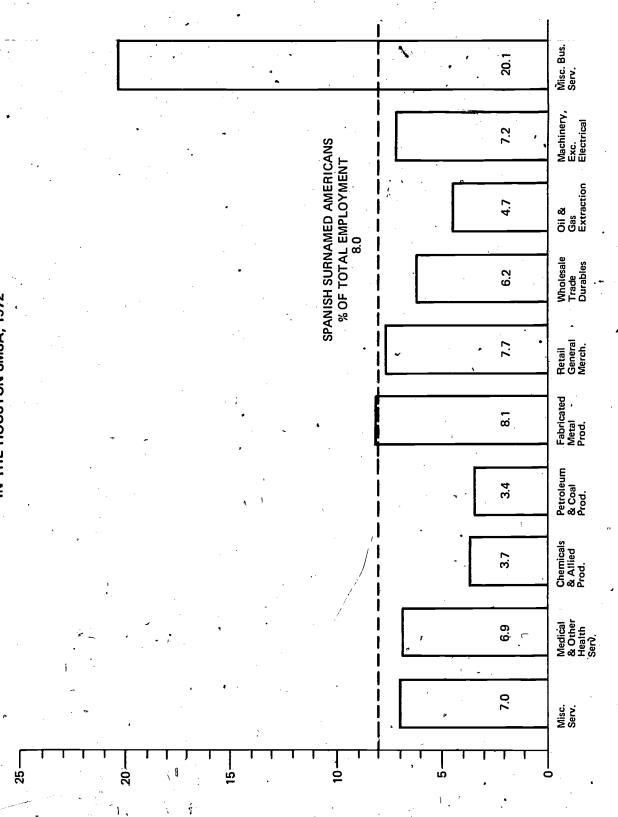
PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE HOUSTON SMSA, 1972



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PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE HOUSTON SMSA, 1972



LOS ANGELES-LONG BEACH

In 1972, the Los Angeles population was slightly below seven million, a decline from the 1970 level of less than one percent. Spanish Surnamed Americans, the largest minority group, constituted about 18 percent of the population. The black population comprised about 11 percent of the SMSA population. The largest urban concentration of Asian Americans and American Indians in the continental United States was in the Los Angeles SMSA. In 1970, about 180,000 Asian Americans lived in the SMSA and 25,000 Americans Indians resided therein. Females accounted for about half of the population.

About 62 percent of the SMSA civilian population comprised the civilian labor force 16 years and older in 1972. Blacks and other races in the force numbered 469,000 or 13 percent of the SMSA labor force. Thirty-five percent of the labor force were females aged 20 years and older.

Median income for males in the SMSA in 1969 was \$8,505 but only \$4,461 for females. Comparable income for black males and females was \$6,647 and \$4,041 respectively. Spanish Surnamed males had higher median income than blacks, \$7,066. However, median income for Spanish Surnamed females was only \$3,773.

Income data for Asian Americans as a group were not available. Median income of Japanese males in 1969 was \$7,890; of Chinese males \$5,916; and Filipino males \$8,568. Respective median earnings for women were \$3,582; \$2,883 and \$6,644. Median earnings for both Filipino males and females exceeded the median earnings for males and females in the SMSA as a whole. Median earnings of American Indians were the lowest of all ethnic groups on a male/female basis: \$5,690 for males and \$2,582 for females.

According to the statistics cited above, males of a specific race/ethnic group earned substantially more than the females of the same group. However, data on the educational attainment of these persons over 24 years of age indicated that the differences in educational attainment were not the sole reason for large gaps in earnings.

Median school years completed for males in the SMSA was 12.5 years and 12.3 for females. Black males and females had the same median years of school

completed, 12.1 Spanish females were less educated than Spanish males, completing 10.4 years of school compared with 11.0 for Spanish males.

Educational data for the Asian American and American Indian population were available only for the total population, not by sex. Each of the Asian groups had higher educational attainment than did the population as a whole but with the exception of Filipinos, earned less. Japanese Americans completed 12.6 years, Chinese Americans 12.8 years and Filipino Americans 12.9 years. American Indians completed 11.8 years.

The income differentials cited above were also suggested by the EEO-1 data. Minoirites and women were concentrated in low paying occupational groups and in industries where wages were rather low.

The ten largest industries in the area, as determined by EEQ-1 reports, accounted for half of the SMSA reported employment, 54 percent of the Asian American employment, 48 percent of the black work force, 45 percent of the American Indians and 37 percent of the Spanish Surnamed Americans.

Among the ten largest industries, females and minorities were most visible in Medical and Other Health Services. The participation rate for each minority group (except Spanish Surnamed Americans) and for women collectively, was highest in that industry. Spanish Surnamed Americans had their highest representation in Food and Kindred Products.

The ramifications of the differences in educational attainment of the various groups is reflected to some extent in their employment patterns. In eight of the ten largest industries, blacks were over-represented in operative, laborer and service jobs. In only one industry did the participation of blacks in skilled craft occupations exceed their overall participation in the work force. This rarity occurred in the Transportation Equipment industry.

Spanish Surnamed Americans were over-represented in operative and laborer job categories in each of the ten major industries. In addition, in each of these industries, their participation in skilled craft positions also exceeded their overall rate of employment. In nine of the ten largest industries, Asian Americans were in



professional and technical jobs. In one industry, Wholesale Trade-Durables, they were slightly over parity in managerial positions. The concentration of American Indians in the job categories was varied and no particular pattern surfaced. However, it is noteworthy that in three of the major industries, the representation of American Indians exceeded parity in managerial classifications.

In each of the ten industries, females were overwhelmingly employed in office and clerical jobs. In only one industry, Medical and Other Health Services, did female participation in professional jobs exceed their overall participation.

In the SMSA, minorities comprised 27 percent of the reported work force. The largest minority group was Spanish Surnamed Americans who were 15 percent of total employment. Blacks were nine percent of the work force, Asian Americans were three percent and Americans Indians comprised less than one percent. Thirty-five percent of the workers were female.

The occupational patterns of each of the aforementioned groups in the ten major industries did not differ significantly from those of the SMSA as a whole. In the SMSA, minorities in general, were concentrated in operative, laborer and service occupations. Females were concentrated in office and clerical jobs. More specifically, blacks and Spanish Surnamed Americans were more of blue collar work force than were other minorities. In addition, blacks were more likely than other workers to be service workers. Notably, a greater proportion of Asian Americans were white sollar workers than the comparable proportion of Anglos.

A greater percentage of American Indians were in managerial and skilled craft positions than any of the other minority groups. They exceeded parity in both of these occupational classifications. Seventy percent of all females were white collar workers; 46 percent were office workers. In addition, more than half of the female blue collar workers were operatives.

The occupational distributions of Anglo males, minority males, Anglo females and minority females show some very striking, but not surprising, differences. The proportion of Anglo males in white collar jobs ranged from six percent in technical jobs to 17 percent in professional and managerial jobs. However, minority males' distribution was from four percent in technical, sales and managerial positions to six percent in clerical positions.

The progression of Anglo males in blue collar jobs is similar, i.e., lowest proportion in the least economically regarding, jobs to the highest proportion in the better jobs. The range was from four percent laborers to 20 percent skilled craft workers. On the other hand, the range of minority males was from 16 percent laborers to 30 percent operatives. Only five percent of the Anglo males were service workers compared with 12 percent of the minority males.

In terms of highest concentration first, Anglo females were concentrated in clerical, sales and operative jobs. Minority females were concentrated in clerical, operative and service jobs. About 70 of each of these female groups were classified in the three respective categories. The lowest proportion of minority females was in managerial occupations which ranked sixth in relative importance for Anglo females.

Between 1970 and 1972, total reported employment in the SMSA declined by two percent. However, total minority employment increased four and one-half percent. This increase in minority employment was experienced only by SSA's and Asian Americans; black and American Indian employment dropped during this period. Female employment declined slightly. Although total employment declined, employment did increase in three job categories: managerial, sales, and service. Generally, the occupational position of the different minorities and females did show shifts toward greater concentration in the job categories with the higher average earnings.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE LOS ANGELES – LONG BEACH; CALIF., SMSA – 1972

Occupational Group	Anglo Males	Minority males	.Anglo Females	Minority ` Females
	•	*		
All Occupations	100.0	100.0	100.0	100.0
White Collar	57.4	24.2	77.6	52.2
Officials and Managers	16.9	4.4	5.0	1.7
Professionals	17.4	5.3	7.6	4:4
Technicians	6,2	4.2	3.2	3.4
Sales Workers	10.3	4.2	12.1	5.7
Office and Clerical	6.6	6.2	49.7	37.1
Blue Collar	38.0	64.2	13.9	35.6
Craftsmen	20.0	18.3	2.4	4.4
Operatives	14.0	· 29.6 -	8.7	19.9
Laborers	4.1	16.3	2.8	11.3
Service Workers	4.6	11.6	8.5	12.2



it: Anteles-ICAG BEACH, CALIF		•			PARTICIPATION BATES	ALIES	CCC12411	CCCLPATICNAE DÍSTATENTICA	TRUTTCA
	1570	1251	1512	श्रुव .	1531	7257	1470	[63]	
TCIAL EPFLEYEES	1.241.780	.641.780 1.179.698 1.21.4.433	1 2 3 1 2 1					1	7
**************************************		*		ÿ.	9.6	8 F B	0-001	100.0	100.0
OFFICIALS AND MANAGERS.	116,432	680,337	687,123	2.1	E.C.	.°2 2°3	, and a	35.6	3,45
TECHNICIAN	155, 155	145,559	141,162	2-3	. 2.4	2.0	5-6	2.0	3-1
SALES NORKERS	56, 113	61,030	58,176	6.7		7-4	* n	Ø.	3.7
CFFICE AND CLERICAL MORNERS	257, 756	249, 203	113,074		0.0	6.	. 0	?	7 4
BICE CCLLAR				•		4 - B	1 . 3	19.9	20.1
CRAFILSHER	168, 575	412,302	438,355	11.5	11.1	10.9	48.5	45.3	1.44
LARCHEN	201,134	162,156	192,548	6.4 12.7	4.6	6.7	10.0	9.0	10.8
	63,141	74,666	19,015	16.4	15.1	13.8	25.8 12.7	24.3	. 24-8
SERVICE MCRKERS	. 05, 766	87,259	91,159	22.8	;	: :	:	7.17	10-5
						13.0	18.3	19.1	17.4

SCURCE: EQUAL EMPLOYMENT CPPCRTUNITY COPRISSION, EEC-1 REPORTS, 1970, 1971, AND 1572.

FARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE, EMPLOYEES, 1970, 1971, AND 4834

1971 14.7 43.4 112.9 113.9 110.7 10.0 10.0 10.0 10.0 10.0 10.0 10.	ICS AREELES-ICAG BEACH, CALIF	•			11874	PARTICIFATION NATES	, 55178			
EPFLCTEE 24.0 14.74 17.54 17		1570	1971	1972	2670	1201		1720111	1810 181	KOLINA
L EPFICITEE 3 4.0 MANAGERS 1.241.700 1.179.098 1.210.637 34.6 34.7 34.7 34.7 34.7 34.7 34.7 34.7 34.7						1	7757	0251	1251	1972
CLAST AND MANGERS. 102, 16C 660,327 687,123 1 12.6 43.4	TCTAL EPFLEYEE GOTES.	1,241,780	1,179,898	1,216,637	34.6	34.7	35.2	160.0	160-0	100-0
### 120 12	WHITE CELLAN	703, 16C	680,327	687,123	1 4 42.6	4.E4	0.44	-	,	
TICLARS	PACFESSICALS	155,155	120, 139	125,238	11.6	12.9	13.9	3.2	7,0	r -
THE STATE OF THE STATE OF STAT	TECHNICIANS S	68,113	61, 630	58.776	22.4	- C	20-4	6.9	6.7	
1148	DATE OF STREET STREET	103, 704	103, 706	113,074	6-04	7-67	23.9	9.6	3.5	3.3
SAME	THE THE LIENTING BUTKERS	257,756	249, 503	248,673	5-22	78.8	2.5.		10.0	10.3
TITLES	COLLAR	452, 654	412,302	438,255	26.6			-		!
ERS	OPERATIVES	168,575	155,480	166,748	1.7	•	. 7.7	3-0-1	8 4 7 7 7	0.0 70
MCRKERS . \$	LACKERS 3	13, 141	74,666	79,019	27-1	24.5	26.4	12.7	10.5	11.9
Gre255 91,159 1 42,9 43,0	SERVICE MCRKERS . 3				_)	:	3	F. C	5.1
		031 650	4C7 1, D	91,159	642%	43.0	44.8	9.6	815	9.6

; MPLOTNENT OPPONTLMITY COPRESSION, EEC-1 REPORTS, 1970, 1971, AND 1972,

PRATICIPATION LATES AND OCCUPATIONAL DISTLIBUTIONS OF . SPANISH SHRIMED DISLOTELS, 1970, 1971, AND 1972

LOS ANGELES-LONG BEACH, CALIF				SIISVA	PARTICIPATION RATES	MES	OCCUPATIONAL DISTRIBUTION	MAL DISTR	ROTINGS	
,	1970	1971	1972	gi.	1261	2251	व्यक्त ,	1751 1	7251	•
' TOTAL EMPLOYEES	. 1,241,780 1,179,898 1,216,637	1,179,698	1,216,637	13.1	13.3	14.5	100.0	1001	100.0	
HITE CCLLAR	703, 160	680,337	607,123	5.9	6-3	6.7	25.4	27.2	26.0	
OFFICIALS AND MANAGERS.	116,432	120,139	125,238	3.2	2.0 2.0	 	5*2	9.2	9. 7	
TECHNICIANS	68,113	61,030	58,776	0.7		•	6-2	6.0	~ ° ·	
SALES WORKERS	103, 704	249, 503	248,873	0.00	6.4	10.01		15.0	14:1	
NUE COLLAR	452,854	412,302	438,355	23.9	1.42	26.0	66.4	63.5	15.5	
OPERATIVES	201, 138	182,156	192,586	37.6	36.4	27.8	32.5	30.9	30.2	
SERVICE WORKERS	85,766	87, 259	91,159	15.7	16.7	18.4	6.3	9.3	5°-6	•

SOURCE: EQUAL EMPLOYMENT OPPORTUMITY COMISSION, EEG-1 REPORTS, 1970, 1971, AND 1972.

FARTICIPATION FATES AND OCCUPATIONAL DISTRIBUTIONS OF ASIAM ANDRICAM ENGLOPTIES, 1970, 1971, AND 1972

LOS ANGELES-LONG BEACH, CALIF				PASTI	PARTICIPATION RATES	•	TECTOS .	DECUPATIONAL DISTRIBUTION	RIBUTION
	1970	. 1971	1972	व्यक्त	1251	2261	07.61	1251	2251
TOTAL EMPLOYEES	1,241,740 1,179,890 1,216,637	1, 179, 898	1,216,637	7.2	2.9	3.1	100.0	. 100.0	100.0
WHITE COLLAR	703, 160	680,337		3.2	9.5	3.7	67.2		67.9
AGERCIALS AND MANAGERS	155, 155	145,959		7-4	į,	2.5	19.7		19.4
TECHNI CI ANS	68, 113	61,030		9.	5-1		*		9 6
SALES WORKERS	103, 704 257, 755	249, 503	113,074 248,873	1°2	3.7		26.3	27.6	27.1
4	452,854	412,302		1.9	2.0	7 1.2	9-92		24.3
	168,575	155,480	166,748	1-8	8.1	<i>p</i> • • • • • • • • • • • • • • • • • • •			e c
OPERATIVES	201, 136 83, 141	182,156	192,588	5.5	2°9	2.7	6.3	6.2	2.6
SERVIGE MORKERS	85,766	87,259	91,159	5. 2	9-2	3.2	2-9	9.9	7.8
	-								•

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SOUNCE: FOUAL EMPLOYMENT OPPORTUNITY COMPISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.



LOS ANGELES-LONG BEACH, CALIF	. 0	ļ ,		JIET '	PARTICIPATION RATES	AIES	DÉCUPATIO	DÉCUPATIONAL DISTRÍBUTION	IBUTION
	1970	1971	1972	ÖZST	1261	यं व	ozs i	1751	, 2251
TOTAL EMPLOYEES 1.2	241,780 1	. 1,241,780 1,179,898 1,216,637	1,216,637	0.5	•	0	100.0	100.0	100.0
MHITE COLLAR	703, 160	680.337	687,123	•	6.0	, 6.0	6.9	47.1	. 1-1-
PAGFESSIGNALS	155, 155	145.959	141,162	2.0	5.0	2.0		6	7°1
• • • • • • • • • • • • • • • • • • • •	103, 704	103.706	58,776	۰.۰ د.۰	4.0	• •	5.9	٠. د د د	4 H
OFFICE AND CLERICAL WORKERS 2	257,756	249, 503	248,873	.0.		*	14.6	19.6	18.7
BLUE COLLAR	152,854	412, 302	438,355	9.0	. 0.5	5,1	6.74-	45.6	45.6
	201, 138	162,156	192,500	000	4 10 10	, o	20.9	16.1 21.1	17.0 20.1
ERS	85,766	87, 259	91,159				5.2	7.3	4. 6. 6. 5

SOURCE: JEOUAL EMPLOYMENT OPPORTUNITY COMISSICM, EEG-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE LOS ANGELES-LONG BEACH, CALIFORNIA, SMSA

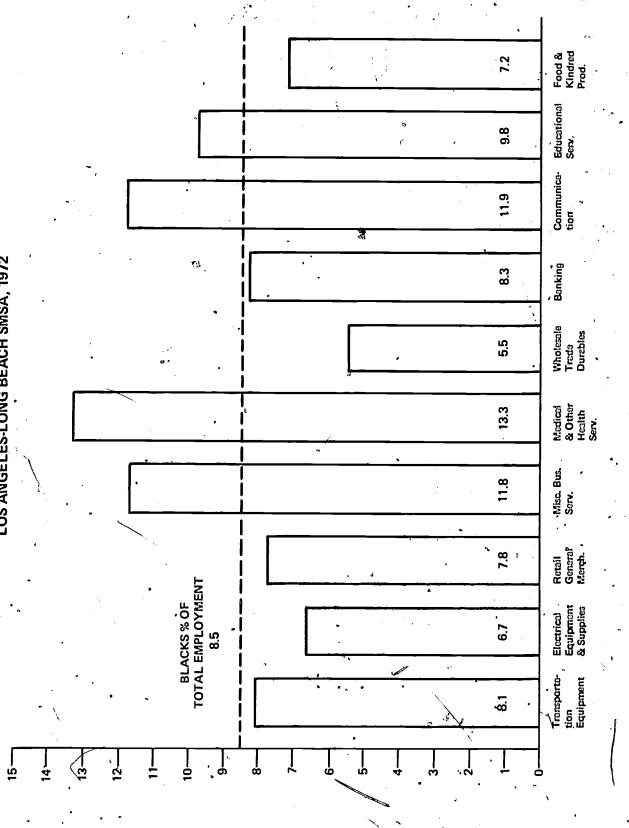
MORKERS

The column	,		TAA	TRANSPORTATION	EQUIPMENT			• 10					201000
135,172 15,1810 11,443 27,710 4,770 5,73 17,334 60,732 30,794 21,477 2,522 2,944 2,9	SROUP.	LOYMENT	TOTAL	MGRS	PROF	ıÈC∺.	MRRS	CLER	TOTAL	CRAFT	JPER	LAB	MORKERS
### ### 10.0 21.9 22.0 1.5 11.0 11.1	4	_	018.19	11.443	27.740	4.150	583	17.334	60.792	30.794	21.411	2,521	2,170
	C MAD MERE:		9,10	7 4 6		13.0	5.5	6.5.3	11.5	4.0	17.9	.12.11	, 10.5
SSA 101 17.0 2.7 2.6 1.6 1.7 1.6 1.7	ELACK.		5.2.	2.1	9-1	,	1	5.2	13.0	8.0	17.5	15.3	19.3
HOLINA 1.8 2.3 2.1 3.4 3.2 1.5 1	· SSA		3.6	2.7	2.6	6.9	6.	5.1	16.5	711	19.7	46.0	13.1
	ASLAN AREI		. 5.3	1.4	3.4	3.2		1:4	1.3	:	1.3	1.8	ą.
CHICAGIN CHICAL EQUIPMENT SUPPLIES 1.505 1.1014 CRAFT 10.514 1.505 1.5		•	s.	•	•	٠.	•	٠.	•	•	•	•	•
	•				٠٠	•			,				٠,
The part Total T	•		313,			JPPL 1ES	- ;	ţ	•		-	٠	
### 1990 1990	MINORITY	TOTAL	~ ;	OFFCS		,	SALES	1 6	****				SERVICE
FEMALES 30.9 3.9 3.9 5.4 10.3 14.6 74.7 41.9 10.1 56.4 44.5 12.2 35.4 12.2 3	פאניות בא	79.474	47.061	270	16.865	6.883	1.591	12.051	31.619	10.577	17,587	3,655	1.094
FEMALE 1919 219 219 319 514 1013 1141 1015 1015 1015 1015 1015 1015 1015	T WHO WERE:	•			•	•					•	•	•
State	FEMANE		23.9	3.9	5.4	10.3	9*41	. 74.7	41.9	1.91	56.4	46.5	11.0
	BLACK		3.6	1.9 .	7.7	5.4	•	6.1	10.5	5.2	13.3	12.3	31.7
######################################	\$2.k		7:7	3.0	2.7	••	5.5	7.1	27.1	17.4	28.8	47.2	13.4
MICHAELY TOTAL RETAIL CEMERAL MERCHANISE SALES OFF TOTAL CARET OPER LAB WAR	ASTER AREI		3.7	7.7	•	0.9	٠.	2,2	2.8	2.2	5.9		•
NEW COUNTY TOTAL CENERAL MERCHANDISE SALES OFF TOTAL CARFT OPER LAB STATE CARFT	WO I SA	r.	•	•	۳.	•	~	·.	۲,	ů;	•	•	•
Character Total Feetal Beechanolise Sales Operation	_		•			•		d	•	•			
Chicup Evelopment Total Office Sales Office Clem			RET			1 S E		•		•		•	
GROUP ERPLOYMENT TOTAL NGRS PROF TECH WARS (LER TOTAL CRAFT OPER LAS NOR TECHLAR COLD PERLOR CRAFT TOTAL NGRS PROF TECH WARS (LER TOTAL CRAFT) 10741 (1949 2.33) 4,4657 5 5 11.2 11.2 11.2 11.2 11.2 11.2 11.2		TOTAL		OFFCS			SALES	OFF	•	. :		•	SERVICE
FEMALE 60.2 73.0 37.0 37.0 134.3 10.503 13.639 1.909 1		PLOYMENT .	TOTAL	MGRS	PROF	TECH	MARS	CLER	TOTAL	CRAFT	OPER	178	MOKKERS
FROM REFERENCE COLZ 73-0 37-0 57-3 35-3 70-0 66.2 31-0 10-1 10-1 10-1 10-1 10-1 10-1 10-1			52,884	8,139	609*	394	30,503	13,239		1. 44.		160/1	2000
STATE 1.0 0.2 2.9 2.0 10.5 10.	FEMALE		73.0	37.6	57.3	35.3	76.6	88.2	33.6	16.1	40.7	37.2	54.2,
STAIN ALE,	BLACK		6.2	2.9	7.0	14.5	2.9	6.3	11.2	. 6.5	11.5	13.3	17.1
ASSAM AND 2.0 2.7 1.4 1.5 1 9.4 2.2 4.5 3.2 3.2 2.5 5.5 11.4 5.5 5.5 5.5 5.5 5.5 5.5 5.5 5.5 5.5 5	\$\$ 4		8°6		9.5	16.5	7.8	17.0	30.0	17.2	20°4	e .	12.1
HOLAN	ASTAR AME		2.1	•	- S-1	4.6	2.2	٠. ٠.	3,2	3.3	3.5	2,9	5.9
NECELLANEOUS BUSINESS SERVÍCE SALES OFF TOTAL CRAFT OPER Lab MOR	INDIAN	.	r.	• 3	<u>.</u>		?	r.	•	r.	?	÷	?
### ### ### ### ### ### ### ### ### ##	•			0120000		CEBUTLE		•					•
CALCAL C	21.00	TOTAL	î	COLLANGUUS		304416	CAI ES	930	•				SFRVICE
15.625 35.635 7.063 9.092 3.756 1.207 15.605 18.630 13.199 3.530 1.901 111 1.2	Skour	PLOYMENT .	TOTAL	KGRS	PROF	TECH	KKRS	CLER	, TOT AL	CRAFT	0P E R	LAB	MORKERS
31.2	•	65,625	35,635	7.063	₹60*	3, 758	1.207	15,605	18,630	13,199	3,530	1,901	11.360
11.2 4.0.4 1.0.2 10.2 12.3 7.0 10.4 5.5 24.0 17.7 10.4 5.5 24.0 17.7 10.4 5.5 24.0 17.7 10.4 5.5 24.0 17.7 10.4 5.5 24.0 17.7 10.4 5.5 24.0 17.7 17.0 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.4 17.7 17.7	T MONTHERES	;	;	:	. :	:	:		:	•	,	:	:
TOTAL MESS 2.2 2.3 2.9 2.9 2.9 13.0 9.8 15.1 29.3 2.9 2.4 1.0 1.3 2.0 2.4 1.0 1.3 2.0 2.4 1.0 1.3 2.0 2.4 1.0 1.3 2.0 2.4 1.0 1.3 2.0 2.4 1.0 1.3 2.0 2.4 1.0 1.3 2.0 2.4 1.0 1.3 2.0 2.4 1.0 1.3 2.0 2.4 1.0	FEMALE	31.2	•		70.5	12.9	17.3	2	•	0 4	24.5		707
TOTAL MEDICAL-OTHER HEALTH SERVICES TOTAL OFFICE SALES OFF TOTAL CRAFT OPER LAB WOR S9,920 36,117 3,786 15,062 6,117 427 10,725 4,4832 1,010 2,143 1,079 10 10 11,1 6,1 3,1 6,2 6,1 11,5 11,5 11,5 11,5 11,5 11,5 11,5	BLACK			6. 2							16.1	29.3	
TOTAL MEDICAL-OTHER HEALTH SERVICES SALES OFF TOTAL CRAFT OPER LAB MOD SQ-920 35.117 3,786 15.002 6.117 4.27 10,725 4.832 1.010 2,143 1,079 10 10 13.3 9.9 6.2 5.8 18.2 11.5 10.7 12.9 6.1 11.5 10.0 10.0	ASIAN ANTE			1 -	9.4	3.2	2.2	***	1.0	1.3	2.0	2.4	1.9
TOTAL MEDICAL-OTHER HEALTH SERVICES SALES OFF TOTAL CRAFT OPER LAB WOR 59,920 36,117 3,786 15,062 8,117 427 10,725, 4,832 1,010 2,143 1,079 10 10,725, 4,832 1,010 2,143 1,079 10 10,725, 4,832 1,010 2,143 1,079 10 10,725, 4,832 1,010 2,143 1,079 10 10,725, 10,725, 4,832 1,010 2,143 1,079 10 10,725, 10,	MATON		4		. ~		~	*	•	Z.	•	•	•
TOTAL MEDICAL-OTHER HEALTH SERVICES SALES OFF TOTAL CRAFT OPER LAB MORS 59,920 36,117 3,786 15,062 6,117 427 10,725, 4,832 1,010 2,143 1,679 16 59,920 36,117 3,786 15,062 6,117 427 10,725, 4,832 1,010 2,143 1,679 16 77,6 77,6 78,8 62,3 62,4 60,6 74,1 67,6 77,6 77,8 77,8 77,8 77,8 77,8 77,8		,		, .			**	,					•
TOTAL TOTAL MGKS PAGE TECH MKMS CLER TOTAL CRAFT OPER LAB MGM S9,920 36,117 3,756 15,062 6,117 427 10,725, 4,832 1,010 2,143 1,079 10 MR: 77.6 82.8 62.3 86.8 74.1 87.4 90.8 54.3 26.5 62.4 60.6 4 13.3 9.9 6.2 5.8 18.2 11.5 10.7 12.9 6.1 11.5 10.6 11.3 10.6 11.3 10.7 12.9 6.1 11.5 10.6 11.3 10.7 12.9 6.1 11.5 10.6 11.1 10.7 12.9 6.3 11.1 11.1 11.1 11.1 11.1 11.1 11.1	, <u>.</u>	,	CAM	TC'AL COTHER	HEAL TH SE	DVICES		,	1	·			
EMPLOYMENT TOTAL MGRS PROF TECH MKRS CLER TOTAL CRAFT OPER LAB MON S9,920 36,117 3,786 15,062 6,117 4,27 10,725, 4,832 1,010 2,143 1,079 16 RE 77.6 82.8 62.3 86.8 74.1 87.4 90.8 54.3 26.5 62.4 60.6 6 13.3 9.9 6.2 5.8 18.2 11.5 10.7 12.9 6.1 11.5 18.6 6.3 11.5 18.6 6.3 1.1 11.5 18.6 6.3 18.6 18.6 18.6 18.6 18.6 18.6 18.6 18.6	HINDRI TY	TOTAL		OFFCS			SALES	OFF	,	1	1		SERVICE
\$9,920 36,117 3,786 15,062 6,117 427 10,725, 4,832 1,010 ,6,143 1,077 10 '77.6 '82.8 62.3 80.6 74.1 87.4 90.8 54.3 26.5 62.4 60.6 (-13.3 9.9 0.2 5.8 10.2 11.5 10.7 12.9 4.1 11.5 18.6 (-11.1 0.3 3.7 4.8 6.3 8.3 1.2 8.1 19.4 12.8 16.1 27.0 (PLOYMENT	TOTAL	MGRS	PAGE	160	KKRS	CLER	TOTAL	CRAFT	OPER	LAB	MORKERS
77.6 '82.6 62.3 80.6 74.1 87.4 90.8 54.3 26.5 62.4 60.6 6 13.3 9.9 6.2 5.8 19.2 11.5 10.7 12.9 641 11.5 19.4 13.1 6.3 3.7 4.8 6 8.3 5.2 8.1 19.4 12.8 16.1 276 18.3 7.6 3.6 11.8 7.4 1.4 3.6 7.5 3.7 2.1 5.1 18.3 2.3 2.4 2.5 3.3 3.2 4 2.5 4 2.5 1	;		36,117	3, 786	15,062	6,117	421	10,725	4.132	1,010	۲۰۱۰۶	1,07	10.01
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MRE 6.3 1.4 1.4 1.4 1.4 1.4 1.4 1.4 1.4 1.4 1.4	FEMALE	9.2	9.79	65.3						607	4 - 1	9	0.00
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PARTICIPATION OF FIDULES AND MINCALTIES IN THE TOP TEN INDUSTRIES IN THE LOS ANGETES-LOSS MEACH? CALIFORNIA, SYSA (ÇGGL.)

GROUP EMPLOYNENT 57.836 T MHO WERE: 23.0 FEMALE 23.0					,			•			
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11°	5.4	2		2.0			23.8	15.6	22.6	13.7	20-1
MER			Ş	,	1.5	2.1	2.5	3.3	1.7	3.2	7
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		23.5	37.8	35.7	6.7	12.4	34.3	740	47.2	7.7	32.8
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	13.1 12.5			15.9	4.6	15.5	25.8	23.5	26.2	39.0	
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			29.0	37.3	57.1	15.8	15.5	6.3	13.7	23.7	36.2
	9.8	7.2	3.6	14.6	9.9	10.8	1.11	;	14.7	1.41	33.6
	•		2.7	2.5	12.1	7.2	10.9	4.6	16.4	9.2	19.1
ASIAN ARER 5.		1.9	. 2.4	9.9	M.W	••	4.5	9.1	5.9	7.5	3.2
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GROUR ENPLOYMENT	NT TOTAL	MGRS	PAGF	TECH	WARS	CLER	TOTAL	CRAFT	OPER	140	MORKERS
			111	403 203	2,966	3.054	21,952	4.616	6.985	8,351	2,087
FEMALE 25			6.41	17.3	24.0	73.6	23.2	. 1 -7	0,11	4.14	0.44
•		2.5	1-7							0.01	70
			3.5/	12.6.		9.0	37.3	29.5	31.3	0.0	23.3
AMER	2-6 1-9			7.7	•			2.1	**		7.7
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PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE LOS ANGELES-LONG BEACH SMSA, 1972



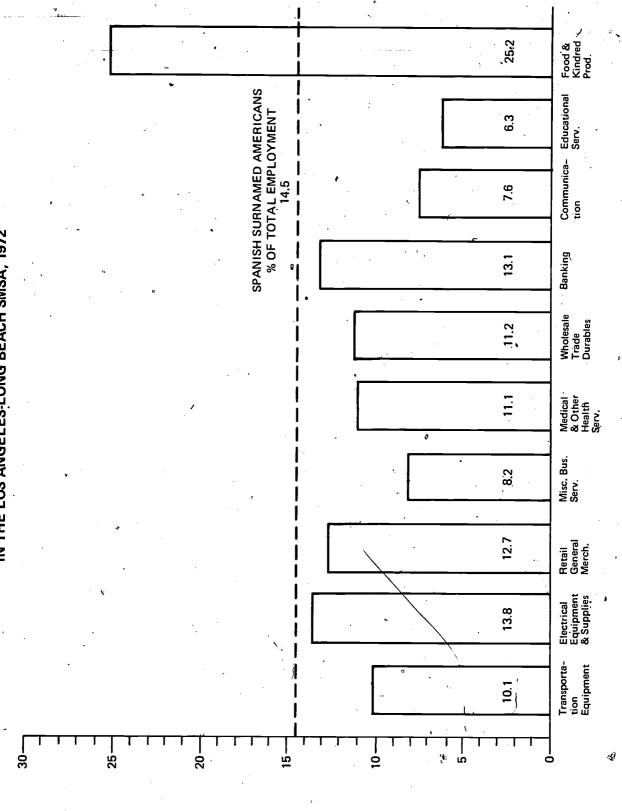
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Food & Kindred Prod. 25.8 PERCENTAGE OF TOTÁL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE LOS ANGELES-LONG BEACH SMSA, 1972 Educational Serv. 42.6 Communica-53.2 Banking 66.4 Wholesale Trąde Durables 23.0 9.77 Medical & Other Health Serv. Misc. Bus. Şerv. 31.2 66.2 Retail General Merch. FEMÀLES % OF TOTAL EMPLOYMENT Electrical Equipment & Supplies 30.9 Z Transporta-tion Equipment 16.8 80--09 50-40-20-30-5

PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE LOS ANGELES-LONG BEACH SMSA, 1972



MEMPHIS, TENNESSEE-ARKANSAS

There were about 783 thousand residents in the Memphis SMSA in 1972. Nearly 38 percent of them were black and the majority, 52 percent, were women:

The 1972 labor force was estimated at 312,000. Blacks comprised about 31 percent of the labor force and females were almost two-fifths of the labor force.

Earning differentials between males and females and between blacks and the total population were indicative of the lower paying occupational positions held by blacks and women. In 1969, the median income of all males in the SMSA was \$6,642; females earned only half as much. Black males, however, earned only \$4,210, less than two-thirds of total male earnings. Black females had median earnings of only \$2,312. Employer reports of the larger establishments in 1972 suggest, by the occupational patterns, that the relative positions in earnings have not changed since 1969.

The lower educational attainment of the black population explains some of the employment difficulties and, thus lower earnings, of the black population. The median school years completed for those 25 years and older was 11.8 for males, and 11.9 for females. Comparable rates for black males and females were 8.3 and 8.9 respectively. These statistics suggest that the earnings of females should be equal to or greater than males of the same group. Yet females, earning substantially less than their male counterparts, were concentrated in low paying occupational categories and industries paying low wages.

There were only three industries within the SMSA that employed more than 10,000 persons in 1972. These industries were Miscellaneous Business Service, Wholesale Trade, and Retail General Merchandise. There was some expansion in these between 1970 and 1972, and each of them increased their work forces by at least 2,000 workers during this period. Women held a high percentage of the jobs in Miscellaneous Business and in Retail General Merchandise (79 and 62 percent, respectively). However, they held only 16 percent of the jobs in Wholesale Trade. Blacks held less than 20 percent of the jobs in each of these industries.

In the other seven top industries, females held the smallest share of the jobs in the Trucking and Warehousing industry. Here they held only about 11 percent of the jobs. They held only 16 percent of the

positions in Lumber and Wood Products and 25 percent of those in the Paper industry. From 56 to 91 percent of the office and clerical workers in each of the top ten industries were women.

Black workers' highest representation in the top tenindustries was in Lumber and Wood Products. Fifty-five percent of the work force in this industry were black in 1972. Blacks were least likely to hold jobs in the largest three industries.

Blacks and females did not fare much better in the SMSA as a whole. Blacks accounted for 28 percent of the reported work force. Thirty-severy percent of the workers were female.

A comparison of the occupational distribution of Anglo and minority males in 1972 showed some obvious differences. More than half of all the Anglo men held white collar positions, while only ten percent of the minority men held such positions. One out of every four Anglo males held either official/managerial or professional jobs. Only two percent of the minority males had these higher paying, more pressigious jobs.

Forty-five percent of the Anglo males held blue collar jobs compared with 78 percent of the minority men. In regard to the blue collar positions, almost one-fifth of the Anglo men were employed in the better paying skilled craft jobs but only nine percent of the minority men were so employed. Only five percent of them were laborers. Twenty-three percent of the minority men held laborer positions.

Anglo males were not likely to hold service jobs. While only five percent of the Anglo males were service workers 15 percent of the minority males were so classified.

Four-fifths of the Anglo females held white collar jobs. Only 27 percent of the minority females held white collar positions. A larger percentage of the Anglo women held jobs in each of the white collar positions than minority women. While almost four percent of the Anglo women held official and managerial jobs, less than one percent of the minority females held these positions. Less than one percent of minority females held professional jobs while five percent of the Anglo females held such positions.

A larger percentage of the minority females than Anglo females held both blue collar and service worker



jobs. Forty-four percent of the minority females held blue collar positions and 29 percent were service workers. Comparable figures for Anglo women showed that 13 percent of the Anglo females held blue collar positions and only seven percent held positions as service workers.

Although the occupational position of minorities and women does not compare favorably with that of Anglo males, it is improving. Total reported employment in this metropolitan area increased by 15,000 between

1970 and 1972. The percentage of jobs that were held by blacks remained relatively stable during this two year period. About 28 percent of the total positions were held by blacks in each year. The female share of employment was also relatively constant. They held some 37 percent of the total jobs reported in each year. Total employment and the employment of minorities and women increased in every job category except operatives.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE MEMPHIS, TENN. ARK., SMSA — 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
•	•			•
All Occupations	100.0	100.0	100.0 /	100.0
•	•	· Ø		
White Collar	51.1	10.1	80.1	26.9
Officials and Managers	18.6	2,3	3.5	.8
Professionals	6.3	.6	5.≱	.8
Technicians ,	4.2	.75	3,6	2.9
Sales Workers	15.6	4.3	29/4	6.1
Office and Clerical	6.3	2.3	38.3	16.2
8lue Collar	44.6	77.8	12.9	44.2
Craftsmen	18.8	8.7	1.2	2.9
Operatives	20.4	35.5	8.5 ,	23.5
Laborers	5.3	33.6	3.2	17.9
Service Workers	4.4	12.1	7.0	28.9

PARTICIPATION BATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EXCUEES, 1970, 1971, AND 1972

MEPFHIS, TEAMESSEE-ARKAASAS				TITE .	ANTICLEATION NATES	4155	TTT TTTTT	CGUERTICHAL DISIRIENTICH	HENTIES
	1970	1571	1572	व्यक्त	ताः	2151	52.51	7757	77.51
TCTAL EPPLYTES	122,251	121,512	137,246	57.6	26.1	27.5	0-001	100.0	100.0
WHITE CCLLAB.	57,523	55,617	67,612	:	645	7.5	10.9	12.3	14.6
PRCFESSICATS	4,760	5. 775	13,232	7.1	4 M	о	E-1	1.5	~ *
	3, 626	4, 122	4,438	10.2	101	16.9	7	7	. F.
SALES WCPRERS	18, 222	18,716	22,663	2.5	5.1	8.0 11.3	2.7	m 9	***
פומב כנוואו	55, 653	51.759	57.694	6-44	5 . 5	4	74.1		
CRAFTSHEN	13,667	13,131	14,379	10.4	15.0	17.9	9	5.0	9-9
CPERTIVES	24,564	25,440	151,15	45.9	0-44	43.7	34.6	35.3	32.1
LACLACES	13,642	13, 188	15,522	6.02	69.	11-1	20.0	29.1	29-2
SERVICE MCRKERS	8,675	9,937	11,938	57.0	53.6	54.2	15.0	16.8	17.1

SCURCE: ECUL EMPLOYMENT CPPORTUNITY COMISSION, EEC-1 REPORTS, 1970, 1971, AND 1572.

PARTICIDATION MAIES AND OCCUPATIONAL DISTRIBUTIONS OF PEMALE ENGINEES, 1970, 1971, AND 1972

REPOTIG: TEPRESSEE-ABRADES		,	•	TENT.	PARTICIPATION FATES	11155	TITANSSS	CCUPATICHAL DISTAIGULICH	ALEULICA
Į.	1570	1411	1572	व्यक्ष	1251	2251	อรถ	1751	22.51
TCTAL EPFLCYEES	122,251	121,513	137,246	27.3	38.6	36.5	1 100.0	100.0	100.0
BEITE CCLLAS	57,523	55,617	67,612	511.9	52.4	56.8	65.5	66.1	67.4
CFFICIALS AND MANAGERS	10,506	11,060	13,232	1 9.7	6.6	11:1	2.3	2.4	2-9
PRCFESSICNALS	4, 780	5, 775	6,684	36.4	34.6	35.7	3.6	4.3	
TECHAICIANS	3. 628	4, 122	4,438	35.0	38.5	38.5	5.6	3.4	3.4
SALES ACPAERS	18,222	10, 716	22,663	9.72	59.7	53.8	23.0	24-2	24-1
CFFICE ANE CLERICAL MERKERS	15, 767	26.140	21,155	17.0	17.4	15.4	33.4	33.7	33.2
BLLE CCILLAR	55,653	51,015	57,698	50.05	19:4	17.7	24.5	20.6	20-1
CRAFTSPEN	13,467	13, 131	14,379	2.5	F. 4	5.5	1.5	1.2	1-6
CPERATIVES	26,584	25,440	191,15	1.7.7	26.1	21.6	17.4	14.4	12.0
LAEGRERS	13,642	13,16e	15,522	18.9	17.6	21.5	5.7	5.0	9.9
SERVICE BEAKERS	£, £75	162.6	11,538	51.3	52.6	51.0	10.0	11.3	12.0

SOLDGER EGLAL EMPLENHENT CPPERTUNITY CCPRISSICN, EEC-1 BEPORTS, 1970, 1571, AND 1572.

PARTICIPATION OF PEMLES AND MINIPINES IN THE TOP TEN INDICATES
IN THE MEMORIES, TENGESFE-ARMANDAS-MISSISSIPPI, SMEA

E. D.L.L.A.R. N.D.R.A.R. N.D.R.A.R.S. N.L.U.F.C.D.L.L.L.L.A.R.

GROUP ENP ENALE BLACK SSA ASIAN AREN INCIAN		SPFE.				SAI P.	ě					A FAV
FEMALE BLACK SSA ASIAN ARER INDIAN	EMPLOYMENT 11.743	10TAL 8.685	HGRS 242	P40.F	[‡] тесн	7.045	CLER 093	TOTAL 2.157	CRAFT 379	GPER 1,154	148	MCRKERS 901
FENALE BLACK SSA ASIAN AREN INCIAN									•			
BLACK SSA ASIAN AREN INCIAN	74.0	92.3		19.3	27.3	46.2	8 6.1	50.1	3.4	73.7	34,9	19.8
SSA ASLAN ARER INCIAN		::	5.0	3.6	*. \$		111.	. 1.64	10.3	38.3	9.0	64.5
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GROUP ERP	EKPLOYMENT	TOTAL	Sec	PROF	TECH	K R S	, 5	TOTAL	CRAFT	GPER	LAB	MORKERS
	11,465	8.240	1,623	465	37.	3.630	1.776	2.962	437	1.71	19	235
E MHG MERE:											•	
FERALE	16.0	17.4	7.	F	7.7		1.69	10.6		13.2		34.5
E ACK		•	•	•	•	-	 	9.1.	7.51	97.0	5	•
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FEMALE	61.0	10.8	31.7	50.0	47.9	76.2	15.3	7.02	4.6	33.7	30.9	49.0
ELACK	10.5	11.4	••	3.9	6.6	13.1	12.7	37.0	10.	30.5	.0.84	40.9
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		103	•	HEALTH SERVICES	VICES					•		٠,
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Gazzup Entp	LOVMENT	FOTAL	HORS 245	15.05	16CH	2 . 2 .	ברפא בייני	TOTAL	CAAFT	00 Eu .	אר י	MORKERS
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FERALE		82.4	40.0	8 6.4	1.18	23.0	40.1	55.4	46.5	4.09	•	72.0
GLACK	20.6	50.	7.6	ŗ.	7.61	0.0	•		35.4		0.0	1.66
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INDIAN		:	:	•	:	•	•	<u>:</u>		•		
	-	FOGD	AND AINDRED PRODUCTS	FO PRODUCI	٠.		į			٠		
AIMORETY CROSS FACE	TOTAL	TOTAL	S P P P P P P P P P P P P P P P P P P P	30.00	_	NALES MARKET		TOTAL	CRAFT	8340	44.1	MODEFEE
	9.042	2.928	3	153	3	926	959	5,937	1,052	2. 784	2.071	702
E MAID WERE:	1			•								
FEMALE	17.6	23.0	\$. 2.	:	28.8	10.5	15.4	15.5	σ.	17.6	20.2	4.2
5	19.3		~	•	10.3	••	~-	53.0	50.4	53.6	65.4	4.5
123		~	•	•			٦,	•	-	٠.		
SPICE AND		:		:			•			•		

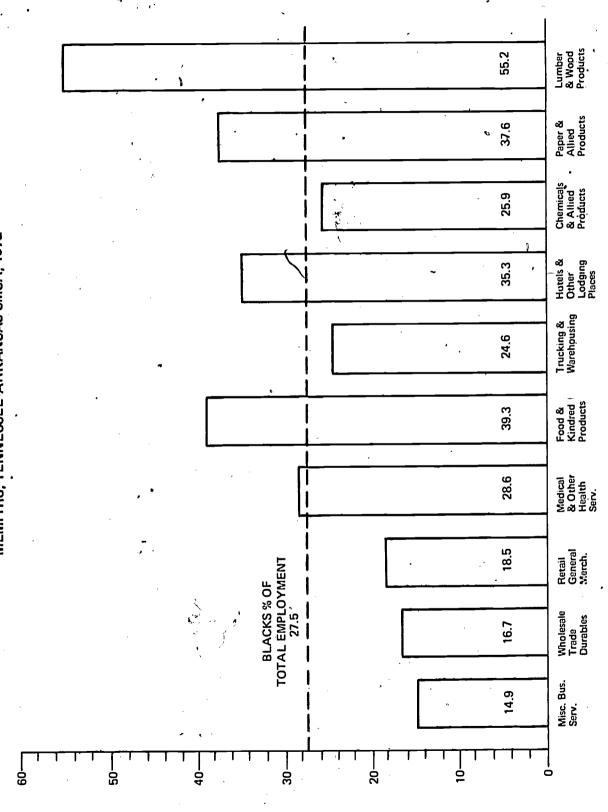
JANTICIANTOS OF FEMLES AND HOROLITIES IN THE TOP TEN INCESTRIES IN THE HORONIS, TEMESSEE-ALKARSAS-HESSISSIPPI, SIGA (Cont.)

BLUE SOLLAR

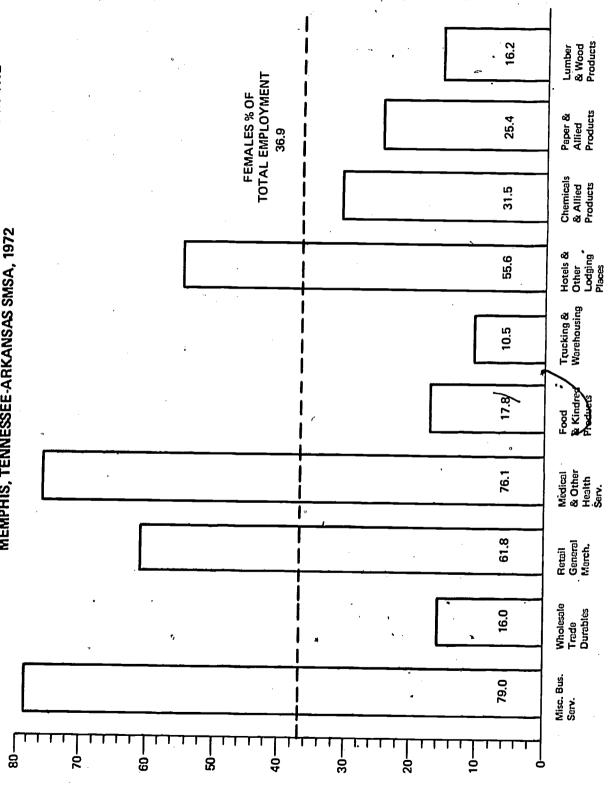
WOREEAS

Fig. 10 Fig.													
1.0 1.0	MOALTY STORE	TOTAL	TREE	CATHG AND L	AREHOUS I W		SALES	9					
10.5 7.5		7.228	1,912	35	Ş	ž Ž	222 222	CLER	TOTAL	CRAFT	#340	7	MORKER
The control of the	FERALE	10-5	8.8	7.4	3.0	12.5	1	¥ \$		į :	500.4	2	\$2
Functional Continue	224	0.	2:	s. 7:		3.1	•	12.3	30.6	16.2	30.5	. 5	35.7
10 10 10 10 10 10 10 10	INDIAN	7	•	•	9.0			~		-		7.	
1.00 1.00			ğ	SLS + OTHER	1.00011	7							
FULL	MORITY	TOTAL	-	OFFCS			29162			•			
1,100 1,10	TOTAL EMPLO	TARENT	TOTAL	HGAS	PROF	TECH	, and	-	107.				SERVIC
15.5 15.6 15.6 15.7	MARKET A	20463	7:281	\$0\$	169	153	142	1, 222	200			8	NORK ER
15.3 7.6 7.2 2.4 2.5	FERLE	55.6	57.5	24.0		;	;		1	•	:	777	?;
TOTAL 1.3 1.5 1.	BLACK	35.3	7.0	7			23.0	E 0 9	20.4	27.7	34.7	13.9	, 10
TOTAL CACKICALS AND ALLIED PRODUCTS SALES CLER TOTAL CAAFT COPPER LAB	25A	1.3	s.	•	•		:	;	47.7	30.6	32.7	55.0	2.6
TOTAL CERICALS AND ALLIED PRODUCTS TOTAL OFFEE 1.0 LUMBER AND ALLIED PRODUCTS TOTAL CRAFT TOTAL CRAFT OPER 1.20 TOTAL CRAFT OPER	ISTAN ARER	~	•	7.			:		?	•		۲.	~
TOTAL COEMICALS AND ALLIED PRODUCTS SALES GER TOTAL CAAST OPER 148 11.5 13.0 4.1 11.11 21.2 23.3 5.3 11.0 2.35 4.4 42.0 0.0 11.20 17.2 11.5 13.5 13.0 4.1 11.11 21.2 2.3 13.2 2.3 2.3 13.0 0.0 0.0 0.0 11.20 17.2 11.5 13.5 13.0 4.1 11.11 21.2 2.3 2.3 2.3 2.3 2.3 2.3 2.3 2.3 2.3 2	4	?	0.	:									٠.
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FURL CONFEST TOTAL WARS PROF TECH SALES CLER TOTAL CAAST OPER LAD	WORLTY	TOTAL	5	ICALS AND A	ILLIED PAG	SETS							
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11-5 13-5 13-0		5.082	2,323	729	308	2,1	283	C.C.	TOTAL	CRAFT	02 ER	148	MOREE
TOTAL PAPER AND ALLIED PRODUCTS TOTAL	EGALL C		;				}	3	¥06 4 7	2	1.208	121	105
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TOTAL PAPER AND ALLIES PRODUCTS SALES OFF TOTAL CAAFT OPER LAB LOTAL	252	; =	,	•	~. ~	5.3 .3	3.2	5.4	45.9	•	42.6	7.17	
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TOTAL OFFICE AND ALLIER PRODUCTS SALES OFF TOTAL CRAFT OPER 14.00 25.4 20.1 5.3 12.1 3.7 5.7 10.1 40.2 25.0 11.00 25.4 20.1 5.3 12.1 3.7 5.7 10.1 40.2 25.0 11.00 25.4 20.1 5.3 12.1 3.7 5.7 10.1 40.2 25.0 11.00 25.4 20.1 5.3 12.1 3.7 5.7 10.1 40.2 25.0 11.00 25.4 20.1 5.3 12.1 3.7 5.7 10.1 40.2 25.0 11.00 25.4 20.1 1.13	MATION				!	!		:	:	6.	77		•
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10 10 10 10 10 10 10 10	ţ	25.4	26.1	5.3	12.1		•	;		}	560.7	1.003	
TOTAL LUTBER AND WIDD PRODUCTS FENCHTORIAL MARS PROF TECH WARS CLER TOTAL CRAFT OPER LAB WIDS 4.518 1.131 4.14 9.3 3.3 114 480 5.2 10.1 13.8 55.2 35.0 2.2 11.8 3.3 .9 79.0 51.0 62.1 19.0 55.2 1.4 1.5 1.4 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5		37.6	7:1	7.2	4.3	*	•		72.4	-	25.9	39.3	:
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30.0		•	7	,		:			2 4	91.0	1.20	09.2	13.6
90.00	014	- 1	• -	7		1.9		! ? :	:	:	? -		
	•	<u>,</u>	:			30.0			7	ą.	!		7

PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE , MEMPHIS, TENNESSEE-ARKANSAS SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE MEMPHIS, TENNESSEE-ARKANSAS SMSA, 1972



Vio.



MIAMI

The population of Miami was 1,331,200 in 1972, an increase of five percent over the 1970 level. Spanish Surnamed Americans were the largest minority group in the SMSA, accounting for about one-fourth of the population. Another 15 percent of the population was black. More than one-half of the population was female.

The civilian labor force, 16 years old and over, was estimated at 984,000 in 1972. About twenty-three percent of the labor force were Spanish Surnamed Americans, one-eighth were blacks, and over one-half were female. Median income for males was \$6,835, but the median for females was only \$3,532. Spanish males had the second highest income; their 1969 median income was \$5,462, 80 percent of the all male total. Black females had the lowest median income, \$2,633, Spanish females had median earnings of \$3,233. Median income for each group was lower in the central city than in the SMSA as a whole.

Educational attainment of persons 25 years old and over (as measured by years of school completed) was 12.1 years for males and 12.0 years for females in 1970. Black males and females had completed only 8.9 years of school, respectively.

Among Spanish Surnamed Americans the corresponding figures were 11.3 years for males and 9.6 years for females.

Establishments reporting to the EEOC in 1972 employed 178,493 workers. One-fifth of total reported employment was Spanish Surnamed Americans, one-eighth was black and two fifths were female.

Employment in the area's ten largest industries ranged between 5,700 and 20,400 in 1972. Medical and Other Health Services reported highest minority and female participation. Blacks held disproportionately high shares of employment in operative, laborer and service jobs in each of these ten industries. Only in the Educational Services industry did they hold a significant proportion of craft jobs. On the other hand, black participation in managerial and professional jobs was quite low in each industry and was only one percent or less in five industries. Spanish Surnamed Americans were also over-utilized in the low skilled, low paying jobs in nearly every industry, but they also held quite sizeable shares of craft jobs in six industries. The Spanish fared better than blacks in managerial and professional jobs,

but even their participation in these jobs was less than their overall industry participation.

At least seven of every ten clerical workers in eight of the industries were female. The Air Transportation industry recorded lowest female participation in clerical jobs—only one-half were female. With the exception of Medical and Other Health Services, each industry under-utilized females in managerial and professional jobs. The worst industry in this respect was the Electric, Gas, and Sanitary Service industry where only two percent of the officials and managers and six percent of the professionals were females.

In the SMSA blacks held 12 percent of all jobs. They held less than six percent of the white collar jobs collectively, but, 18 percent of the blue collar jobs and one-fourth of the service jobs. They held almost one-fifth of the operative and 29 percent of the laborer occupations. Spanish Surnamed Americans were more than one-fifth of the labor force. They too, were overutilized in operative (41 percent of the jobs), laborer (39 percent) and service jobs (27 percent). Females, accounting for 42 percent of the work force, held more than four-fifths of the office and clerical positions and almost half of the service jobs.

The occupational distributions of Anglo males and females and minority males and females show expected patterns of concentration. Anglo males were more likely to hold managerial, professional, and craft jobs. About one-half of the Anglo males held such jobs. Minority males were most likely to hold operative, laborer, and service jobs over three-fifths were so employed. Only one-fifth of the Anglo males held operative, laborer, and service jobs. Less than one-tenth of the minorities held managerial or professional jobs.

Anglo females were concentrated in clerical and sales jobs where nearly two-thirds were employed. Only 13 percent held managerial or professional jobs, but another 13 percent held service jobs. One half of the minority females held operative, laborer, and service jobs and three-tenths held clerical jobs. These occupational distributions reflect the dominance of Anglo males in every high skilled or professional job and the least financially rewarding jobs were reserved for minority males and females.

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8etween 1970 and 1972, EEO-1 employment in ... Miami rose by two percent. The proportions of employment held by blacks barely changed over this period of time, but SSA participation increased from 19 percent in ... 1970 to 22 percent in 1972.

Female participation also increased by two

percentage points. Generally, the occupational distributions of minorities and women showed shifts in concentrations from Lower paying to higher paying jobs. However, the magnitude of the changes which occurred during the period was quite small.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE MIAMI, FLA., SMSA — 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	56.6	25.1	80.8	46.6
Officials and Managers	, 18.4	5.0	5.8	1.7
Professionals	11.6	3.6	7.5	2.8
Technicians	- 4.4	2.8	3.7	3.8
Sales Workers	16.0	7.9	20.2	10.0
Office and Clerical	6.3	5.9 🗳	43.5	28.3
8lue Collar	35.8	55.2	6.4	31.6
Craftsmen	19.9	11.8	1.3	2.9
Operatives	10.2	21.1	2.7	17.5
Laborers	5.7	22.2	2.4	11.2
Service Workers	7.5	19.7	12.8 .	, 21.8

PARTICIPATION BAIES AND OCCUPATIONAL DISTRIBUTIONS OF HACK DELOTEES, 1970, 1971, AND 1972

RIARI, FLCEICA				птът	PASTICIPATICS BATES	14165	ภ เฐลาวว	CCCUPITICAAL GISTRIEUTIGI	LIEUTION	
,	0161	1451	1972	0751	गङा	7257	2257	1751	7757	
TCTAL EPFLCYEES	175,469	176,510	178,493	11.9	3	12.1	0-001	100.0	100.0	
THITE CCLIAB	95,066	58,964	96,525	;	5.0	9*6	21-8	24.5	25.4	
OFFICIALS AND PANAGERS	16.20	17,254	17,394	1.2	2.3	2:1	7:1	2.0	2.2	
VALPESSIENALS	14.614	14,738	13,455	1.9	2.3	3.3	::	141	2.1	
IELFAILIANS	6. : 78	467	6,123	ę.,	٠.٥	6.9	2.0	7	2.8	•
SALES BURKERS	23, 531	24,684	. 26,017	5.5	4.5	5.5	2.5	40	6.7	
CPFICE JAG CLEFICAL BURKERS	74,137	35, 781	34.896	·••	7.2	7:4	10.9	12.8	11.9	
פור כנורום	56,343	54,327	55.655	0.41	16.2	13.2	4.	•	* **	
CRAFTSREN	21,173	21,371	19,073	2.2	2.5	•		,		
CPERATIVES	21,558	20.467	20,552	19.9	21.2	16.5	20.4	21.6	7.7	
LACCRERG	12,572	12,489	16,074	35.6	20.0	29-3	22.2	16.7	21-0	
SERVICE BERKERS	24,260	25,219	24.269	25.3	28.2	25.7	29.5	31.6	28.9	
						-				

SCLACE: EGLAL EMPLOYMENT CPPENTUNITY CCPMISSIGN, EEC-1 REPORTS, 1970, 1971, AND 1972,

FARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE DISTRIBUTIONS, 1971, AND 1972

HIAPI, FLCPICA .			,	птить	PARTICIEATION RATES	11155	1172.555	CCCVPALICEAL DISTALBULICS	STERTIES
	0121	1571	1572	टाहा	1251	यंश	व्यक्त	1257	2751
TCTAL EMPLOYEES	175,669	176,510	178.453	46.3	7	+2.0	100.0	169.6	100.01
THE CELLAR	95,066	58,564	58,525	44.6	\$0.6	52.1	65.5	6.84	3
PREFESSIONALS	16,200	17.25	17,354	17.1	0.23	16.7	3.0	•	*
TECHAICIANS	6. 178	6.467	6,723		37.7	32.4		~ .	
SALES ECREESS	23, 531	24.684	26.017	45.0	48.0	7.24	10.01	7	1 4
OFFICE AND LIEPITAL BURKERS	34, 137	35,781	34,856	3.75	75.0	£1.E	3:3	30.0	34.
tite cours	54,343	54,327	55,659	20.4	15.9	7-02.	. 4-46	14.7	*
CARTISAEM	21,773	21,371	19 EL EL EL	4.2	2.5	***		~	
LASCRESS	21,258	20,467	20,552	13.3	5.52	29.1	10.1	5	0
	7/6471	10. 71	*20.01	27.2	28.0	25.8	2.0	4.0	5.5
SERVICE MCRKERS	24.215	25,215	24,265	0.0	49.3	45.5	17-1	14.0	9.4

SCURCE: ECLAL EMPLOYMENT CPPENTENITY CEPMISSICA, EEC-1 REPORTS, 1970, 1971, AND 1872.

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PARTICIPATION LARES AND OCCUPATIONAL DISTRIBUTIONS OF SPANISH SURMANIFINATIONERS, 1970, 1931, AND 1972

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						4	2		39	"
MIAMI, FLORIDA				ninga - i	CIPATION	MIES	L DCCUPATI	DCCUPATIONAL DISTRIBUTION	MOLTUBI	'
	1970	1971	1972	OZST	1251	2251	0251	1751	7251	
TOTAL EMPLOYEES	175,689	178,510	178,493	19.2	19.5	22.3	100.0	100.0	100.0	ı
WHITE COLLAR	95,066	98,964	98,525	12.7	13.4	15.1	35.8	38.1	37.4	
PROFESSIONALS	14,614	14, 738	13,495	9.1	•	11.0	6.0		3.7	
TECHNICIANS	6,578	19469	6,723	18.3	19.4	20.6	3.6	3.6	3.5	
SALES WORKERS	23,531	24,684	26.017	1 = 12.3	12.8	14.2	9:0	4.1	6.6	/
OFFICE AND CLERICAL WORKERS	34,137	35,781	34,896	16.3	17.4	. 19.3	16.4	17.0	16.9	/
BLUE COLLAR	56,343	54,327	55,699	27.8	28.2	33.1	4.64	43.8	46.2	
CRAFTSMEN	21,773	21,371	19,073	14.0	14.7	19.3	9.5	0.6	9.2	Ţ
OPERATIVES	21, 598	20,467	20,552	37.3	35.5	41.3	53.9	20-	21.3	
LABURERS	12,972	12,489	√ 16,074	33.9	39.2	38.9	13.0	14.0	15.7	
SERVICE WORKERS	24, 280	25,219	24,269	24.7	25.0	.6*92	17.0	18.1	16.4	
										ı

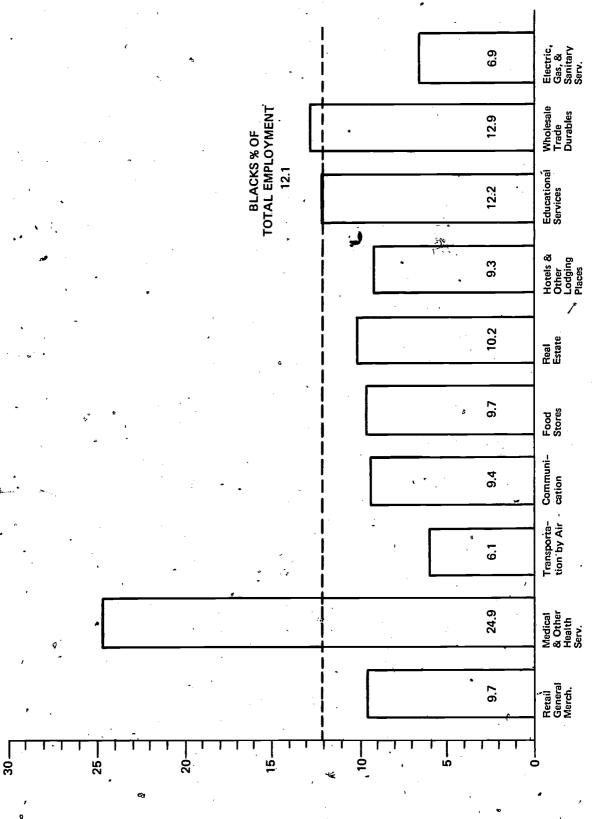
SOUNCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEG-1 NEPORTS, 1970, 1971, AND 197

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES PARTICIPATION OF THE MANM! FLORIDA. SMSA

Column C													
Column C		7	RETA	IL GENERAL							•		. ;
Column C		TOTAL PLOYMENT	TOTAL.	MGRS		_	SALES	CLER 5.23	TOTAL	CRAFT	OPER	LA8	WORKER 12.
State Stat	1-WHO WERE:	50° 978	. 101101			3	33046		:	;			;
10 17 17 17 17 17 17 17	FEMALE	9.49	71.3	38.0	9.6	57.8	75.7	1.6	06		77.	28.	
FOLICAL OTHER HEALTH SERVICES SALES CLEAR TOTAL CARPT OTHER CARPT	BLACK	. 6	7.0	- (o :	2						2	2
TOTAL	25A ×	1.	7.71		7.	63.5					;	P	
THE PROPERTY SERVICES SALES OFF TOTAL CRAFT OPPERTY SALES OPPERTY SALES OFF TOTAL CRAFT OPPERTY SALES OPPERTY SALES OFF TOTAL CRAFT OPPERTY SALES OPP	INDIAN	. 60		1.0	•	Ε.		: •:	: -:		•	A CONTRACTOR	•
Column C					s.		8				`		
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TOTAL COMMUNICATION OF AIR TOTAL COMMUNICATION OF THE TOTAL CAMET TOTAL COMMUNICATION OF THE TOTAL CAMET TOTAL CAM		PLOYMENT	TOTAL	SE		TECH	NK RS	CLER	TOTAL	CRAFI	2	1 Y B	# CR R C
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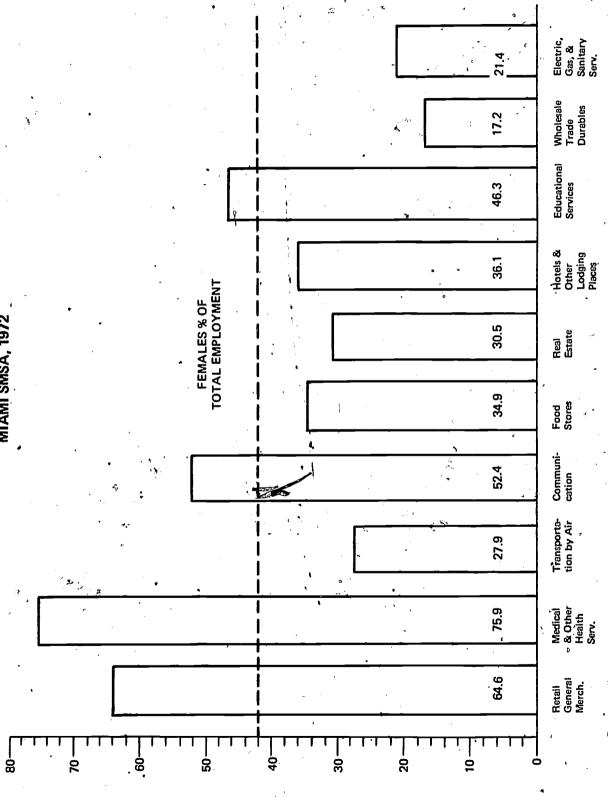
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PERCENȚAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE MIAMI SMSA, 1972

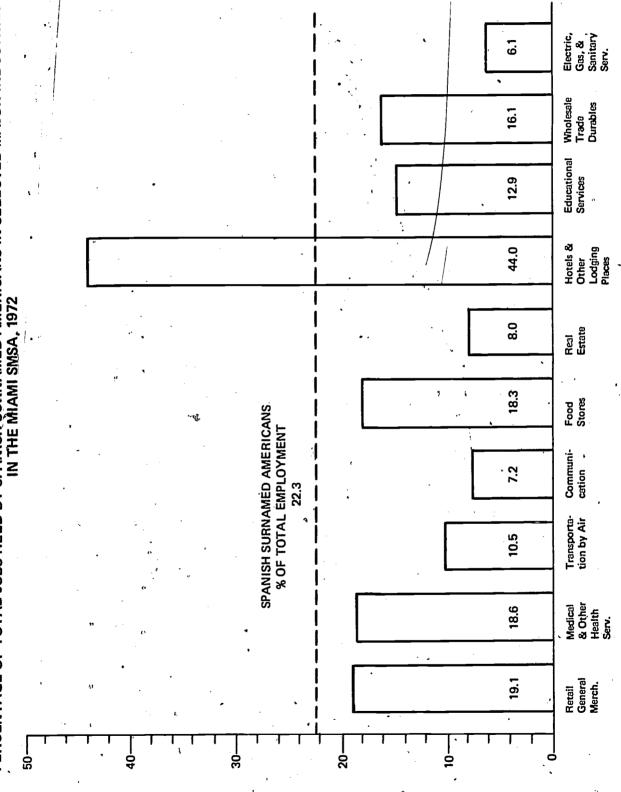


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PERCENTAGE OF TOTAL JOBS HELD BY, FEMALES IN SELECTED MAJOR INDUSTRIES IN THE MIAMI SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE MIAMI SMSA, 1972



NEWARK

There were about 1.9 million persons in the Newark SMSA in 1972. About nineteen percent of the population were black and two percent of them were Puerto Rican. Females were in the majority in the area, comprising 52 percent of the population.

There were 819,000 people in the civilian labor force in Newark in 1972. Blacks comprised 14 percent of the 1972 civilian labor force. Women 20 years and older comprised 36 percent of the labor force.

Median income in 1969 for males 16 years and older in the SMSA was \$8,727. Females earned less than half as much, \$4,268. Black males had median income about three-fourths as high as males collectively, \$6,539. Black female median earnings were \$4,011.

Educational attainment was not necessarily indicative of earning potentials. Males and females 25 years and older had about the same educational attainment but their median earnings were significantly different. Median school years completed for males was 12.2 and for females, 12,1 years. Blacks were generally less educated. Median school years completed for black males 25 years and older was 10.4; black females completed 10.9 years.

The similar educational attainment of females and males was not reflected similarly in the occupational position of women. Thirty-eight percent of the employees covered in the 1972 EEO 1 survey were women. Of the nine occupational categories, women held the largest percentage of the office and clerical, sales and service workers positions. In this year, 83 percent of the clerical workers, 43 percent of the service employees and 39 percent of the sales workers were women. They held the smallest share of the skilled craft positions; only four percent of the workers in this occupational group were women. This low representation in skilled craft jobs cannot be explained by a lack of experience in blue collar jobs since 28 percent of the peratives and 35 percent of the laborers were women.

Female participation in White collar positions assumed a pyramid like shape with a small representation in the higher paying more responsible official and managerial positions, and a much greater share of the clerical jobs. Only 13 percent of the managers were women, yet 83 percent of the clerical workers were

women. As we come down the occupational pyramid, we find that females held 25 percent of the professional jobs, 29 percent of the technical positions and 39 percent of the sales jobs.

Thirteen percent of the employees covered in this survey were black. With regard to white collar participation rates, blacks held a very small percentage of the managerial and professional jobs and a larger share of the technical and clerical jobs. However, the only white collar group in which blacks held at least 13 percent of the jobs was the office and clerical category. They held only three percent of the managerial positions and four percent of the professional jobs.

Seventeen percent of blue collar workers were blacks. In spite of the fact that blacks were 20 percent of the operatives and 27 percent of the laborers, they held only eight percent of the craft positions. The occupational distribution for blacks shows a very high concentration in blue collar and service jobs. At least 70 percent of all blacks held jobs which were classified in one of these categores.

Spanish Surnamed Americans, accounting for five percent of the work force, were predominately a blue collar work force. Seventy-three percent of these workers were blue collar workers, mostly operatives (39 percent) and laborers (26 percent). Eight percent of the SSA's were service workers.

The occupational distributions of Anglo males, minority males, Anglo females and minority females differ significantly. Females comprised a more white collar work force with about two-thirds of that work force in clerical jobs. Almost four-fifths of the Anglo females and more than half of the minority females held white collar jobs. However, Anglo males were more concentrated in managerial and professional jobs than any other group of workers. More than half of the Anglo males were white collar workers, but three-fifths of that white collar work force vare in the two aforementioned occupational classifications.

The pattern is similar in the blue collar occupations, i.e. Anglo males were concentrated in the better paying categories and minorities and females were least likely to be employed in the higher paying categories. Only five percent of both Anglo males and Anglo females were

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service workers compared with 13 percent of the minority males and 14 percent of the minority females.

The employment patterns of the larger industries in the area did not differ significantly from those of the SMSA as a whole. About two-thirds of the reported employment was from the ten largest industries in the SMSA. Total employment in these industries ranged from 10,000 in Fabricated Metal Products to 42,000 in Communication.

In three of the top ten industrees, black employment' exceeded 13 percent (their participation in the SMSA as a whole). These were Medical and Other Health Services, Retail General Merchandise and Fabricated Metal Products. Their lowest representation, seven percent, was in Wholesale Trade Durables.

In eight industries, blacks were over-represented in operative jobs. In seven industries, high proportions of laborer and service worker jobs were held by blacks.

Spanish Surnamed Americans, comprising five percent of the work force, held five percent or more of the jobs in only two of the top ten industries: Electrical Equipment and Supplies (six percent) and Fabricated Metal Products (13 percent). As were blacks SSA's were over represented in the lower paying job categories. In nine industries, their share of operative jobs was high. In eight of the top ten industries, they held disproportionately high shares of the laborer and service worker jobs.

Females were highly visibly in the Medical and Other Health Services and Retail General Merchandise industries. In both of these industries, more than 70 percent of the work force was female. Females were overwhelmingly employed as clerical workers. The clerical work force ranged from two-thirds female in Wholesale Trade Durables to 97 percent in Communication.

Although the occupational standing of minorities and women in 1972 was disheartening, it does represent positive change since 1970. Total employment figures for 1970 and 1972 show a very slight increase during the two year period. The number of blue collar jobs decreased by some 10,000 and the number of white collar positions' showed an almost equal increase. The percentage of total jobs held by blacks remained stable during this period at 13 percent. There were slight increases in the percentage of jobs blacks held in each of the white collar job categories and similar declines in their share of the blue collar positions, particularly laborers. Blacks continued to be over-represented in the service occupations, holding approximately one out of every three of these low paying jobs.

Spanish Surnamed Americans accounted for about five percent of the work force in 1970, 1971 and 1972. Their employment increased in each occupational category except operatives. Although total employment of laborers declined between 1970 and 1972, the number of Spanish Surnamed American laborers increased 24 percent.

The number of jobs held by women increased almost eight percent to 130,000 or 38 percent of the work force in 1972. They held a larger share of the jobs in each of the white collar categories in 1972. Female representation in blue collar jobs did not vary significantly in the two year period. Women continued to hold a large percentage of the operative and service positions included in this category, but held fewer of the skilled craft positions in 1972 even though total employment in that category increased between 1971 and 1972 to a higher level than 1970. They continued to hold 43 percent of the service worker jobs.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE NEWARK, N.J., SMSA — 1972

Occupational Group	Anĝlo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	. 100.0	100.0
White Collar	54.3 ·	19.7	78.8	· 52. 2
Officials and Managers	17.4	3.5	.4.9	1.4
Professionals:	15.0	4.6	7.7	5.5
Technicians	7.3	4.1	4.6	4.9
Sales Workers	. 8.3	3.0	9.0	4.0
Office and Clerical	6.3	4.6	52.6	36.3
Blue Collar	41.3	67.3	15.9	33.8
Craftsmen	21.0	12.5	1.2	1.2
Operatives	15.7	34.6	10.1	19.9
Laborers	4.5	20.3	4.6	12.7
Service Workers	. 4.5	13.0	5.3	·14.0

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PATHICIPATION MATES AND OCCUPATIONAL DISTRIBUTIONS OF A BLACK EXCLOYEES, 1970, 1971, AND 1972

NEWSRK, NEW JERSEY			,	3718F4 ,	ABLICLEATICE RATES	tales.	TITTANSSS	CCUPALICHAL DISTALLULU	SOLIMAL
	1970	1451	2451	, grat	นรา	2151	ग्रहा	1251	7757
TCTAL EPFLCYEES	368,320	342,444	392,265	13.1	12.9	13.0	100.0	100.0	100.0
MPITE CCLLAR	203,162	157,207	212,515	7.5	7.5	40	30.4	33.6	36.9
PACFESSICALS	37,651	39,037	40,415	3.1	, m	0 0	7-7	Z	5.7
SALFA LIGHTER	22, 135	21,907	22,047	6.0	9.5	10-0	7		
	76,431	31,047	27,534	11.5	12.0	9-6	9.6	•	
BICE CCILLAR	143,155	124.154	110,661	:	:				
CRAFTSMEN	41,569	35,434	46.857	7.6	2 - 6	200		6 6	~,
	75,659	45,486	60,721	20-3	20.1	20-1	31.6	29.8	29.3
	171437	621 623	666.62	30.5	25.8	26-6	16.5	13.6	14.0
SERVICE MCRKERS	22,003	21,082	23,679	32.3	34.4	32.6	19.7	16.4	16.1
	-			1		1			•

SCIRCE: EGUAL EMPLOYMENT CEPCRTUNITY COMISSICM, EEC-1 AEPORTS, 1970, 1971, AND 1572.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF PENALE ENGLOTIES, 1970, 1971, AND 1972

				1187d	ABLICIPATION RAIES	MES	TTF40555	CCCUPATICHAL DISTAIRUTE	LEVILON
	1570	1971	1572	1970	. 1751	27.61	5Z51	1761	. 1972
TCTAL EPFLCYEES	368. 750	342,444	503*592	0 = S #	35.1	37.5	100.0	100-0	100.0
THIS CELLAR ALL AND	. 202, 162	157,207	212,515	44.0	43.2	47.5	-69	70-8	73.0
PROFESSIONALS	36,503	35,600	40,460	11.3	10-4	14.1	3.2	3-1	
TECHNICIANS	27.135	21.507	40,04	2.5	59.5	24.7	; -	7.8	7.3
SALES, MCRKERS	30,402	31,647	27,534	34.1	3.5	£.	7.	*	r.,
CPFICE AND CLEMICAL MCFKERS	76,431	69,416	63.055	1.51	79.4	0	47.0	5.4	6.0
BLEE CCILLAR	143,155	124,155	133,011	21-1	20-7	76.7	-,-	•	
CKATCURER	41,969	35,434	46,197	•	3.5	· ·			5.
TO THE TENSION OF THE	75,059	65,488	60,721	25.4	25.5	28.0	1	1	12.3
	721 607	23, 233	25,393	34.9	32.5	34.8	7.7	•	
SERVICE HCAKERS	22.003	21,082	23,675	43.0	44.9	42.5	7-3	7-9,	

SCIACE: ECLAL EMPLOYPENT CPFCRTUNITY COPMISSION, EEC-1 REPCRTS, 1970, 1571, AND 1572.,

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TO HOLINGIALISTIC DISTRIBUTION ON STATE MOLINISHING OF STATE AND STATES HOLINGS TO STATE OF STATES HOLINGS HOL

NEKAKK, NEW JERSEY		,		113173	PARTICIPATION RATES	LATES	I DECUEATED	CCUPATIONAL DISTRIBUTION	OT LINES.
	0.1970	1451	1972	OZET	17.51	2251	9257	1251	251
TOTAL EMPLOYEES	368,320	342,444	349,609	4.5	5	5.0	0-001	100-0	100-0
The state of the s	203-162	197.207	212,919	1:4	1.6	1.1	16-9	20-3	16.1
OFFICIALS AND MANAGENS.	36,503	35, 800	40,460	2-0	6.0	6 °	5-1 1-5	7.6	2-0
	37,691	39,037	40,019	200	2-0	2-3	2-7	2.8	2-8
	30.402	31.047	27,934	-	1.5	1.6	7-7	2.9	2.4
OFFICE AND CLERICAL WORKERS	76.431	914.69	659*18	9:1 -:	1.9	2.0	7-3		-
	143.155	124, 155	133,011	2:5	:	10-E	15.3	72-1	72-7
CRAFTSKEN	41,969	35,434	46,897	2-9	8.2	-F	5.7.3		
CPERATIVES	75,059 26,127	23, 233	25,393	14.9	5.41.	6.91	23.5	21-9	26-1
SERVICE NORKERS	22,003	21,082	23,679	 S.s	5.5	;	7.8	7.6	8-2
			,						

SCURCE: EQUAL EMPLOYMENT OPPOATUMITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

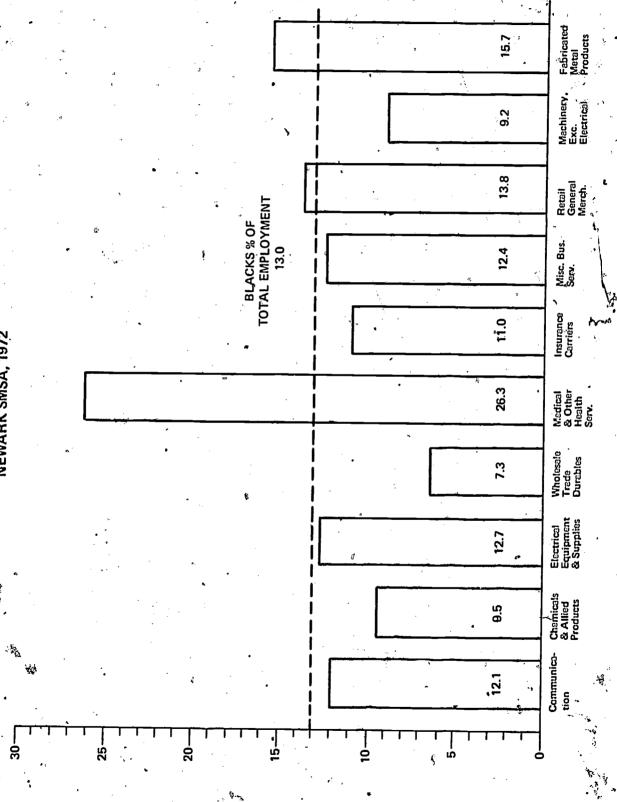
PARTICIPATION OF PENALES AND MINORITIES IN THE TOP TEN INDUSTRIES

SERVICE STANFOLD STAN							•					
Ultra	•	1144	4	1133	44	N O B	A E.R.S	0.1.0	1 0 3	4 2 X 4	SERS	
100 100	TUTAL	800	RUNICATION OFFCS		•	SALES		•	,			
13.1 15.0 42.5 21.0 22.4 2.0 20.0 1.1	41,788	101AL 29.074	MGRS 5, 795	3.454,	76C4	666 666	3/2	TOTAL 11,914	CRAFT	0PER	LAB	MORKERS
12.1 14.5 1.7 2.7 2.5 2.6 2.7 2.5 2.		74.0	42.5	21-6	\$2.4	7	\	•	•	•		2
Cornected Sup-Atticle Products	12.1	5.47	1.7	2.7	0	~	50.6	?		21.0		67.8
TOTAL COCRICALS AND ALLIED PREDUCTS CLER TOTAL CRAFT OPER LAB CLER TOTAL CRAFT OPER LAB CLER CLER TOTAL CRAFT OPER LAB CLER	,	-	::	•	3/6	~:	<u>:</u>	-	0	8.6		7.0
					\				;	•	•	
17.00 17.0		3	CLALS AND	TLLED PRO	TOUC TS		•					
17.00 22.037 4.773 6.443 2.485 2.003 6.514 10704 0444 3.004 20.1	TOTAL UPLOYMENT	TOTAL	OFFES.	9000		SALES	966	1			,	SERVICE
26-7 32.5 3.4 10-9 23.5 3.8 93.7 1173 1-9 10.8 20.4 10.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.	37,904	22,925		6.463	2,485	2.695	CLER.	TOTAL	CRAFT	0758	3 ,	MORKERS
						2			501.		3.00	1,320
TUTAL	5.5	32.5	9 4 %	6.0	23.5	e .	43.7	17.3	1:0	14.3	45.2	21.7
TUTAL ***CHECTRICAL ECUIPMENT SUPPLIES ***CHART ***CH	•	-			2.9		0 n	9. 9. s	0.	50-4	17.1	19.7
TUTAL TOTAL SUPPLIES SALES GF TOTAL CAAFT OPER 148 30.781 13.360 4.975 2.975 2.950 2.451 5.05 4.554 15.976 4.906 10.870 11.720 10.470 11.720 10.470 11.720 10.470 11.720 10.470 11.720 10.470 11.720 10.470 11.720 10.470 11.720 10.470 11.720 10.470 11.720 10.470 11.720 10.470 11.720 10.470 11.720 10.470 11.720 10.470 11.470 1		1-1	۲.	3.1	2.1	•	;:		7			
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1,100 1,10	•		TRICAL FOUR	DEENT ACT					••	٠		
13.50 2.975 2.090 2.491 500 4.504 10.470 10.470 1.720 34.1 27.2 2.090 2.491 500 4.504 10.470 10.470 1.720 34.1 27.2 2.09 2.491 500 4.504 10.400 10.470 1.720 34.1 2.9 2.0 2.9 2.0 2.0 2.4 2.2 2.4 34.1 2.9 2.0 2.0 2.0 2.0 2.0 40.2 2.2 2.4 17.2 2.0 2.1 5.2 2.2 2.4 9.1 2.4 2.1 5.2 2.2 2.4 9.1 2.4 2.1 5.2 2.3 2.4 9.1 2.4 2.1 5.2 2.4 9.1 2.4 2.1 5.3 2.0 2.0 2.0 2.0 5.3 2.0 2.0 2.0 2.0 5.3 2.0 2.0 2.0 2.0 5.3 2.0 2.0 2.0 2.0 5.3 2.0 2.0 2.0 5.3 2.0 2.0 2.0 5.3 2.0 2.0 2.0 5.3 2.0 2.0 2.0 5.3 2.0 2.0 2.0 5.3 2.0 2.0 5	TOTAL		OFFCS		471.163	SAL ES	. 490					1
13.4 27.5 2.9 2.00 2.401 500 4.504 10.000 4.600 10.000 1.720 13.4 27.5 2.9 2.0 1.0 5.0 17.4 40.2 4.4 52.2 54.5 10.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.	MPLCTRENT	TOTAL	NCH S	PROF	521	EK RS	CLER	TOTAL	CRAFT	PER	•	SERVICE
12.7 27.5 2.9 3.0 5.0 19.4 71.2 0.0 21.4 22.2 24.5 21.5	•	13:300	4.975	2.690	2.431	200	* . So *	16.996	4.606	10.670	1.720	425
12.7 0.0 2.2 1.0 1.2 1.0 1.2 1.0 1.2 1.0 1.2 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0		27.5	5-3	3.6	2.0	19.4	77.7		•	;		
TOTAL WIGHESALE FRADE DURASLES SALES GFF TOTAL CRAFT OPER LAB MORE SALES SALES GFF TOTAL CRAFT OPER LAB MORE SALES GFF TOTAL LAB MORE SALES GFF TOTAL LAB MORE SALES GFF TOTAL CRAFT OPER LAB MORE SALES GFF TOTAL LAB MORE SALES GFF TOTAL CRAFT TOTA	12.7	9.9	2.2		ا ا ا	20	12.4	17.2	0	200		
TOTAL OFFICE TRADE OURAGES TOTAL OFFICE TRADE OURAGES TOTAL OFFICE TRADE OURAGES SALES GEF 107AL CRAFT OPER 1.23 19.3 3.096 1.846 1.730 4.435 4.028 8.745 31533 3.979 1.233 19.3 22.0 3.8 5.2 23.2 6.2 23.2 6.10 1.00 2.00 25.0 23.3 1.0 1.0 1.2 1.3 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0		2.5	é,	7-7	3.0	2-5	2.8		# # #	9.01	14.4	***
MODESALE TRADE OURASLES SALES OFF TOTAL CARFT OPER LAB CANTACT CARFT OPER CARFT CARFT OPER O		:	•	•	:	~	4.	~	•		•	;
WOLESALE TRADE GURASLES SALES GFF TOTAL GRAFT GPF LAB LA	*			0		1	•					
107.41 107.41 107.5 PROF TECH WASS CLER 107.41 CRAFT OPER 14.83 19.3 27.0 3.0 5.2 5.2 23.2 67.7 7.5 6.6 25.2 23.2 67.7 7.5 6.6 25.2 23.2 67.7 7.5 6.6 25.2 23.2 67.7 7.5 6.6 25.2 23.2 67.7 7.5 6.6 25.2 23.2 67.7 7.5 6.6 25.2 23.2 67.7 7.5 6.6 25.2 23.2 6.7 7 7.5 6.6 25.2 23.2 6.7 7 7.5 6.6 25.2 23.2 6.7 7 7.5 6.6 25.2 23.2 6.7 7 7.5 6.6 25.2 23.2 6.7 7 7.5 6.6 25.2 23.2 6.7 7 7.5 6.6 25.2 23.2 6.7 7 7.5 6.6 25.2 23.2 6.7 7 7.5 6.6 25.2 23.2 7 6.6 25.2 23.2 6.7 7 6.6 25.2 23.2 7 6.6 25.2 23.2 7 6.6 25.2 23.2 7 6.6 25.2 23.2 7 6.7		10kg	PSALF TRANE	Orthograph Sc			•					
19-3	TOTAL		OFFCS			SAI ES	900					
19.3 12.0 1.8 1.	PLCYMENT	TOTAL	MCRS	PROF	TECH	FRRS	, es	TOTAL	CRAFT	8580	:	SERVICE
19.3 27.0 3.8 5.2 6.2 23.2 67.7 7.5 6.6 6.0 29.2 7.3 7.5 3.6 6.0 29.2 7.3 7.5 3.6 6.0 29.2 7.3 7.5 3.6 6.0 29.2 7.3 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5		12:133	3.034	1.846	1.730	4,435	4.028	145	3.533	3.979	1,233	
7.3 3.0 .9 2.0 3.9 2.0 5.5 6.0 6.0 6.0 6.0 6.0 6.0 6.0 6.0 6.0 6.0		27.0	3.6	2.5	6.2	23.2	67-7	•	•	•	. ;	÷. ;
TOTAL TOTAL TOTAL TECH SERVICES SALES CLER TOTAL CRAFT OPER LAB 23.431 15.753 1.326 6.807 3.616 18 3.90 5.41 15.753 1.326 6.807 3.616 18 3.90 5.41 15.753 1.326 6.807 3.616 18 3.90 5.41 15.753 1.326 6.807 3.616 18 3.90 5.41 16.7 16.7 16.7 16.7 16.7 16.7 16.7 16.	۳.	0.0	٠.	5.0	3.0	2.6	•	9.4	•	0 4	200	
TOTAL OFFEN HEALTH SERVICES SALES OFF TOTAL CRAFT OPER LAB 23.431 15.753 1.326 6.809 3.616 18 3.00 33.0 5.1 43.3 57.2 25.3 15.4 0.9 10.1 29.2 11.1 16.2 15.7 16.7 15.8 3.0 5.2 1.1 2.5 3.0 5.1 17.1 16.2 15.7 16.7 15.8 3.0 5.2 1.1 2.5 3.0 5.2 11.1 2.5 3.0 5.2 11.1 2.5 3.0 5.2 11.1 2.5 3.0 5.2 11.1 2.5 3.0 5.2 11.1 2.5 3.0 5.2 11.1 2.5 3.0 5.2 11.1 2.5 3.0 5.2 11.1 2.5 3.0 5.2 1.2 5.3 5.2 4.6	_	•		• !	~ ? · · ·		1.0	*:	1.7	•		
TOTAL PEDICAL-CIT-ER HEALTH SERVICES SALES OFF TOTAL CRAFT OPER LAB 23-431 15-753 1-320 0-8079 3-610 18 3-504 1-1070 5-11 10-2 15-7 10-7 15-8 3-8 5-2 1-2 0-11 10-2 15-7 10-7 15-8 3-9 5-2 1-1 10-2 15-7 10-7 15-8 3-9 5-2 1-2 0-11 10-2 15-7 10-7 15-8 3-9 5-2 1-2 0-11 10-2 15-7 10-7 15-8 3-9 5-2 1-2 0-11 10-2 15-7 10-7 15-8 3-9 5-2 1-2 0-11 10-2 15-7 10-7 15-8 3-9 5-2 1-2 0-11 10-2 15-7 10-7 15-8 3-9 5-2 1-2 0-11 10-2 15-7 10-7 15-8 3-9 5-2 1-2 0-11 10-2 15-7 10-7 10-7 10-7 10-7 10-7 10-7 10-7 10		•	? ~		:	÷	7	7	7.	7.	m.	•
TOTAL PEDICAL-CTP-ER HEALTH SERVICES SALES OFF 1074L CRAFT OPER LAB 22:431 15:753 1300 6:809 3:610 16:00 16:	1		3	:	:	• /	?	~	~	•		::
10741 10741 1075 10741 1		FEDI	CAL OCT NED M	CAN The CER	200.00	/		•				
R.CYMENT TOTAL MGAS PAGE TECH WIRS CLER TOTAL CRAFT OPER LAB 23:431 15:753 1.320 0.8079 3.610 18 3.600 3.610 350 594 152 26.3 15:40 6.9 10.1 29.2 11:1 4.71 10.2 15.7 10.7 15:8 3.6 5.2 1.1 2.5 3.5 3.5 2.4 15.2 2.4 5	TOTAL	,	affcs.			SALES	0,65	,				. !
78.6 84.5 58.4 85.1 82.4 55.0 94.1 33.0 5.1, 43.3 57.2 20.3 15.6 15.7 16.7 15.8 3.6 5.2 16.1 25.2 16.1 16.2 15.7 16.7 15.8 3.6 5.2 16.7 15.8 3.6 5.2 16.7 15.8 3.6 5.2 16.7 16.7 15.8 3.6 5.2 16.7 16.7 15.8 3.6 5.2 16.7 16.7 15.8 3.6 5.2 16.7 16.7 16.8 3.6 5.7 16.7 16.7 16.8 3.6 5.7 16.7 16.7 16.8 3.6 5.7 16.7 16.7 16.8 3.6 5.7 16.7 16.7 16.8 3.6 5.7 16.7 16.7 16.8 3.6 5.7 16.7 16.7 16.8 3.6 5.7 16.7 16.7 16.7 16.7 16.7 16.7 16.7 16	F. CYMENT	TOTAL	MGKS	200	TEG.	PERS	153	TOTAL	CRAFT	OPFR	•	SERVICE
78-6 84-5 58-4 85-1 82-4 55-6 94-1 33-0 5-1, 43-3, 57-2 5-3 5-4 5-4 15-8 5-4 15-8 5-4 15-8 5-4 5-5 15-8 5-5 15-	•	15, 755	1.326	6.8 09	3.616		3.986	1.096	350	365	152	6.582
26.3 12.4 6.9 10.1 26.2 11.1 14.1 10.2 15.7 10.1 15.8 3.8 2.4 16.2 15.7 10.1 15.8 3.6 5.2 1.2 7.1 1.2 2.4 16.7 1.3 2.5 7.4 16.7 17.8 3.6 5.2 1.2 7.1 1.3 2.5 7.4 16.7 17.8 3.6 5.2 1.2 7.1 1.3 2.5 7.4 16.7 17.8 3.6 5.2 1.2 7.3 1.3 2.5 7.4 16.7 17.8 17.8 17.8 17.8 17.8 17.8 17.8 17		4.5	58.4	15.1	95-4	. 55.6	\	\ \ \		;		
3.6 5.2 1.2 5.5 3.5 7.4 5.2 6.3 5.9 4.6 3.6 5.2 1.2 9.1 5.2 7.1 1.2 2.9 4.6		15.4	8-8	20.	70.7	11.1	/	33.0		43.3	57.5	72.1
3.0 5.2 1.2 9.1 < 4.2		9.	1:1	5.5	3.5	• • •		7.4		100		P. 4
		2.5	7-1	7.6	?; >			ļ :	;	; ?	•	:

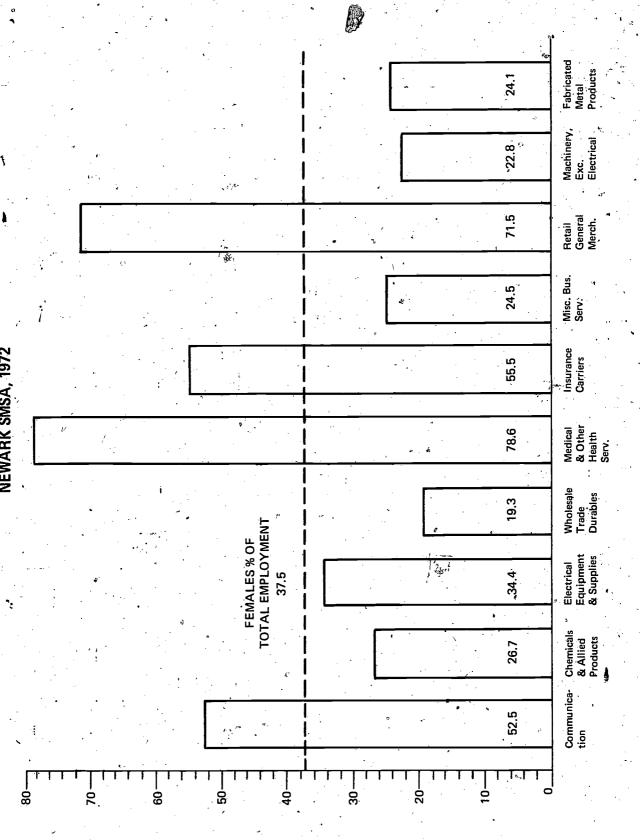
PARTICIPATION OF FINALES AND HINGHITIES IN THE TOP TEN INDUSTRIES IN THE WEMARK, NEW JERSEY, SYGA (Cool.)

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		UKSD	LANCE CARR	IERS				P				
FINDRITY CRITICAL	TOTAL FMPI CYMFW7	10141	UFFCS DPC	1000	1574	SALES	140 15	\ .	,		:	SERVICE
	43,236	21.794	2.932	75.2	2.508	1.631	11.462	205	310	185] -	936
L MACO MERE:		:	` :		;	1	•		,		•	. ;
BLACK	11.0	200	7-11	0		,	900	0.4	2.4	7 - 1		2.2
SSA			~	7		2.2	7.7	2.2	,			12.7
ASIAN ARER		•,	-:	۳.	•	•	•					1.
NATONI												
						ì		ø				
		MISC	ELLANFOUS	BUSINESS	SERVICE		•					
MINDRITY	TOTAL		SPFCS			SALES	0FF					SERVICE
GROUP EN	EMPLGYMENT	TOTAL	IL MORS PROF TEC	PROF	TECH	EKRS	CLFR	TOTAL	CRAFT	OPER	LAB	WORKERS
	*28.17	7.5.	2,436	5.478	2,665	539	4.026	2.746	1.271		747	4, 234
FEMALE		28.3	•	9-9	12.0	7.9	84.2	24.7	• .		35.6	11.2
BLACK		•	2.6	1.7	5.	2.1	9.2	21.8	•		4.7.	34.2
\$ \$ \$	7.7	۲.	•	۲.	0:1	₹.	~	;	1.0	3.6	12.4	5.7
HINT HTIST		1.2	*.	7.2	1.2		.2		•	_		•
22021							1					:
		RETAIL	IL GENERAL	MERCHANDISE	35			•				
MINDAITY	TOTAL		OFFCS			SALES	ÜEE	•		-		SERVICE
GROUP FIFE	PLOYMENT	TOTAL	40,85	PROF	18CH	SET IS	CLEA	TOTAL	CRAFT	0 P E R		MORKERS
	15.468		1,445		71	7,208	2.694	1.645	210	573	295	2.146
EFEATE	71.5		* **					. 41	, ,,	•		9
BLACK	13.8	11:4	•	**		10.01		16.4			26.0	26.5
854	1.7	1.3	1.0	•	;		1.6	3.2	7	1.1		2.4
ASIAN ANER		•	•	1.0		~	•	~	7.	~	~:	•
N C			:				•					
		i	1		:		p					
SACIAL LY	TOTAL		MALMINER IN EAL.		₹.	SAI FA	190					STIVES
CACUP . EP	PLCYMENT	TOTAL	MORS		TECH	HKRS	CLER	TOTAL	CRAFT	OPER	LAB	MURKERS
	13,392	. 7,136	.1.630	1,836	186	\$29	2,160	6.154	2,263	3,115	176	102
E BAG MEKES	7. 22.8	23.9	17.6	2.9	1-9	9	71.2	0,12	•	11.1	20.4	•
BLACK	8.5	3.2		:	•	•	9.5	16.2		21.0	0.01	12.7
\$2 4		:		2.2	3.2	1.5	1.6	4.	7.0	7.3	10.0	14.7
ASIAN AMER		0:1	. 2.	0°E	v		r.	~	₹.	•	e.	
MOIAN			•			•			-:		1.	
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ı		FASR	FASRICATED METAL	AL PRODUCTS		,						
۲	TOTAL		OFFCS			SALFS	45					SERVICE
GROUP EMPL	PLCYMENT	TOTAL	S	10.0	T T	MARS	ָ כרייים	TOTAL	CRAFT	0.68	. רצפ	HORKERS
MACO WERE		*00*7	, C	551	997	659	11011	0,25,7	1.132		1 1.287	611
FEMALE	24.1	31.2	3.4	:	9.6	13-1	72.1	21.8	1.9	23.1	#	9.2
BLACK		D . C	5.5	9.1	3.5		9	19.6	6. ~	21.3	29.0	27.7
254		o•2	 	•	7°.		, .	16.6		2p.1	14.2	13.4
A	;	•	•	•	•		•	•				

PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE NEWARK SMSA, 1972

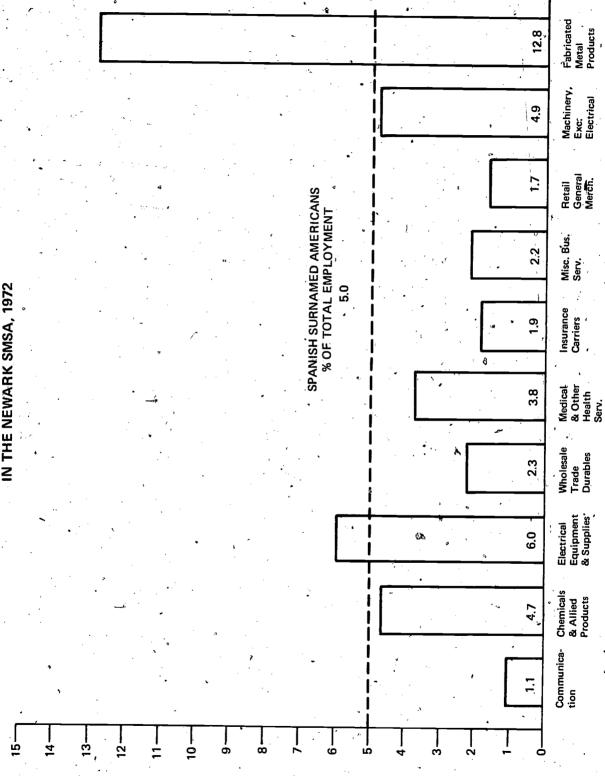


PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE NEWARK SMSA, 1972





PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES



NEW ORLEANS

In 1972 the New Orleans SMSA had an estimated population of 1,076,600. Approximately 52 percent of the people were female; 31 percent were black.

In 1972 there were more than 400,000 persons in the New Orleans labor force. Approximately 37 percent of the labor force participants were female; 27 percent were black.

Annual median income in 1969 for those .16 years and older with earnings was \$7,104 for all males, \$3,356 for females. Black males earned a median income of \$4,511 annually, while black females earned a meager \$2,283 yearly.

In 1970 the median school years completed for all those 25 years and older was approximately equal for males (11.5°years) and females (11.3 years). For blacks in the same age group, females showed a bit more schooling than males (9.3 vs. 8.6 years). Though the difference in educational levels might explain part of the gap in earnings between all persons of one sex and blacks of that sex, the same logic cannot be used to explain the large earnings differentials between males and females.

The data derived from the 1972 EEO-1 survey of industries do not contradict the earnings statistics outlined above. Women and minorities suffered uneven participation and unbalanced occupational distribution both among industries in the area and across job categories. Both groups generally were concentrated in job categories and industries where the earnings potentials were low.

In 1972 women were represented at a rate of 29 percent in the EEO-1 reported employment. They represented 42 percent of the white collar workers (74 percent of the office and clerical Workers), 11 percent of the blue collar workers, and 46 percent of the service workers. Since 1970 there has been little change in the participation rates of women, except for a slight drop in their representation in the office and clerical jobs and a slight increase in their share of the laborer jobs.

In 1972 more than three-fifths of all women were in three relatively unattractive job categories—41 percent were office and clerical workers, seven percent were operatives, and 14 percent were service workers. Only about one-third of all male employees were in those categories.

According to the 1972 EEO-1 survey statistics, Anglo and minority women were distributed among the various job categories in quite dissimilar proportions. For instance, an overwhelming majority (84 percent) of Anglo females were white collar workers, whereas only 37 percent of minority women held positions in that category. Half of all Anglo women were office and clerical workers, but only one-fifth of all minority women were employed in office and clerical jobs. While 30 percent of minority women were blue collar workers, only ten percent of Anglo women were employed in the blue collar field. Finally, the proportion of minority women in service jobs to the proportion of Anglo women in such jobs was 5 to 1.

In 1972 blacks held one-fourth of the jobs reported in the EEO-1 survey. However, blacks constituted only nine percent of the white collar workers (a mere four percent of the officials and managers). Blacks were 35 percent of the blue collar workers (only 17 percent of the skilled craftsmen, 64 percent of the laborers), and 60 percent of the service workers.

Since 1970 blacks have undergone few changes in their participation in the various job categories. Black representation shifted slightly upward in every category of white collar and blue collar employment, but dropped significantly in the service worker category.

In 1972, 70 percent of all blacks were operatives (24 percent) laborers (24 percent) and service workers (22 percent). Only 22 percent of all Anglo workers held positions in these usually low earnings occupations.

The differences between the occupational distributions of Anglo males and minority males were most evident in the traditionally highest and lowest paying job categories. In 1972, the percentage of Anglo males that were officials and managers was almost six times that of minority males. At the same time the proportion minority men who were services workers was quadruple that of Anglo males.

A comparison of the occupational distributions of Anglo males, women and minorities gives a partial picture of the relative economic positions of these groups. In 1972, for example, over half (52 percent) of all Anglo males were officials and managers, professionals, or skilled craftsmen, but only 21 percent of

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minority males, 16 percent of Anglo females, and 13 percent of minority females held these top positions in the white and blue collar job categories.

The top ten industries in the New Orleans SMSA in 1972 accounted for 54 percent of all the reported employment. Total employment ranged from approximately 5,500 to 14,300 persons. The combined industries had a greater percentage of white collar workers that the surveyed industries taken as a whole (52 vs. 48 percent) and slightly smaller percentages of blue collar (41 vs. 43 percent) and service (7 vs. 9 percent) workers.

The all industries participation rate for women in 1972 was 29 percent, but the female participation rate was very uneven among the top ten industries. Transportation Equipment (a high average earnings industry) had a work force in 1972 that was only three percent female, while three-fourths of the employees in Medical and Other Health Services (a relatively low average earnings industry) was female. In the largest industry, Oil and Gas Extraction (another high average earnings industry), women were only seven percent of the worker's.

Office and clerical positions in the ten major industries were filled generally by women. Women represented an average of 71 percent of the workers in that category.

Blacks were 25 percent of the employees in the New Orleans SMSA, but six of the ten largest industries hired blacks at a lower rate. The largest industry, Oil and Gas Extraction, hired the smallest percentage of blacks—less than six percent. Blacks experienced the greatest repre-

sentation in Medical and Other Health Services—41 percent. Blacks were also employed at high rates in Food and Kindred Products (34 percent) and Water Transportation (31 percent), but were concentrated in the usually low paying operative, laborer, and service worker categories.

Spanish Surnamed Americans were about three percent of all employees in the EEO-1 survey, but were employed at rates of from less than one-half of one percent in the Communications industry to almost six percent in Food Stores. Most Spanish held blue collar jobs. Almost one-fourth of all Spanish were skilled craftsmen.

Asian Americans represented a mere 0.3 percent of the New Orleans SMSA employees. They participated in a significantly different degree only in Medical and Other Health Services, where Asian Americans accounted for 1.2, percent of all employees. Three-fourths of all Asians were white collar workers and were concentrated chiefly in professional and technician categories.

American Indians were only 0.2 percent of the total employees covered by the survey and were employed at approximately that rate in all the top ten industries except Food Stores, where they were two percent of the employees. A majority (63 percent) of Indians were either operatives or service workers. Nevertheless, a fairly large percentage of Indians were officials and managers. In fact the proportion of Indians who held such positions (11 percent) was slightly higher than the rate for all employees (ten percent).

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE NEW ORLEANS, LA. SMSA — 1972

Occupational Group	Anglo Males	Minority Males	Anglo Femalès	Minority Females
•	٠,	•		?
All Occupations	100.0	100.0	100.0	100.0
White Collar	48.5	13.0	84.3	37.0
Officials and Managers	15.7	. 2.8	5.1 `	1.0
Professionals	10.8	. 2.0	8.0	3.0
echnicians	6.0	1.9	4.2	3.7
Sales Workers	9.4	3.1	16.9	8.9
Office and Clerical	9.6	3.2	, 50.1	20.4
Blue Collar	47.7	- - 71.8	9.7	, D30 3
Craftsmen	25.7	15.8	3.2	§ 8.7
Operatives	16.7	27.8	4.2	13.2
Laborers	5.3	* 28.2	2.3	
Service Workers	3.8	15.2	6.0	32.8 %

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF REACK EPSIVERS, 1970, 1971, AND 1972

NEW CRLEAMS, LCUISIANA			-		DITE'	ABUCIPATICA S	4155	ולככת	CCUPATICNAL DISTRI	16 1607 101	1
	1970	1971	1572		0Z.5T	1751	7251	0267	1251	2151	٠.
TOTAL EMPLOYEES	155,264	152,007	157,521		22.4	23.4	24.7	100.0	100.0	0.001	I
MHITE CCLLAR	75,660	73,215	75,359			E .	2-5				•
PROFESSIONALS	11,763	11,724	12,369		. 4 	₽ (C.	;;	- T		-	
SECTION LETTERS OF A CONTROL OF	6, 383 14, 821	15,447	15,218		- N	10.8	22		11	24	٦
BIUF COLLAR			*******			•••	. 12.3			•	
CRAFISHEN	27, 183	26.891	27,989		7.7	, 33.3 16.5	34.6				
LARCHERS	12,346	13,746	14,703	<u>.</u>	59.3	36.4 60.9	36.6 63.8	26.7	22.2	24.1	
SERVICE MCRKERS	13,633	13,015	14,225		15.7	• 09	59.6	25.			

SOUNCE: EGUAL EMPLOYMENT OPPORTUNITY COPMISSION, "EEC-1 MEPORIS, 1970, 1971, AND 1972.

PARTICIPATION BAIRS AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE ENGLOTIES, 1970, 1971, AND 1972

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TOTAL EMPLCYEES	155,264	f52,0¢7	157,521	5.63	29.5	28.9	100.0	1,000	100.0
BEITE CCLLAB	75,660	73,215	75,359	4.5	43.6	42.1	72.5	11.2	13.6
PACFESSIONALS	11,763	11,724	12,369	23.0	3.5	23-6	* * *	9.	₩.
SALES EDEKERS	69.383	6, 172	-7,283	25.5	24.9	25.3	m.	, .	
CFFICE AND CLEATCAL MCREES	27, 875	24.676	25,044	17.2	75.5	13.1	13.4	· 16.1	4.04
CRAFISHEN	155.27	64,577	67,537	2.00	10.3	10.	14.4	15.0	0.81
CPERATIVES	26,460	24,340	25,245	13.2	11.9	2. 12. 6 9. 51. 6	4 50	n 4 4	600
SERVICE NCRKERS	13,633	13,815	14,225	*	;	J. 94	13.1	13.6	;

SCURCE: EQUAL EMPLOYMENT OPPORTUNITY CCMNISSION, EEC-1 REPORTS, 1970, 1971, AND 1972.

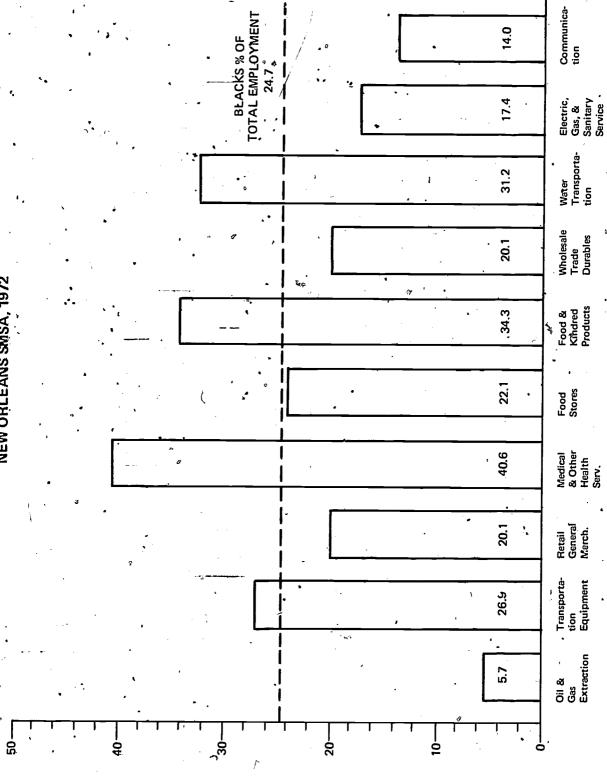
PARTICIPATION OF PEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE NEW ORLEANS, LOUISIANN, SWSA

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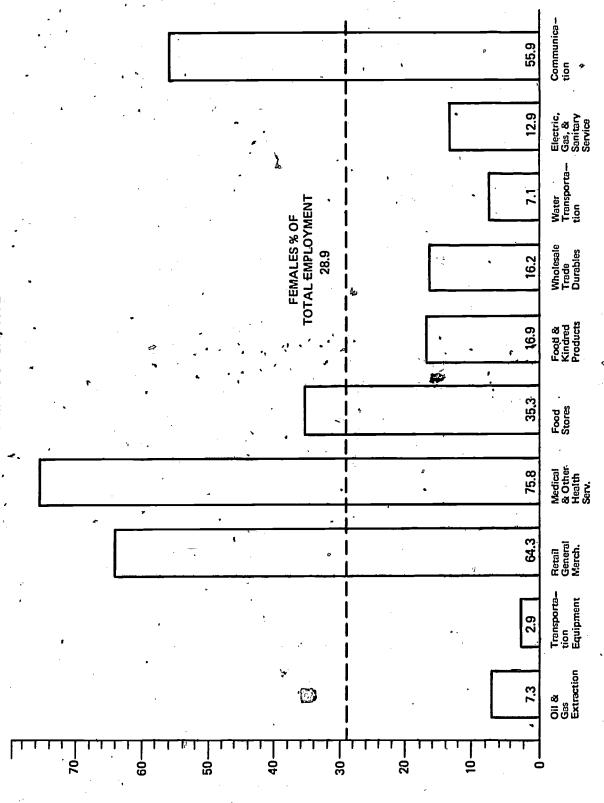
PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE NEW ORLEANS SAISA, 1972



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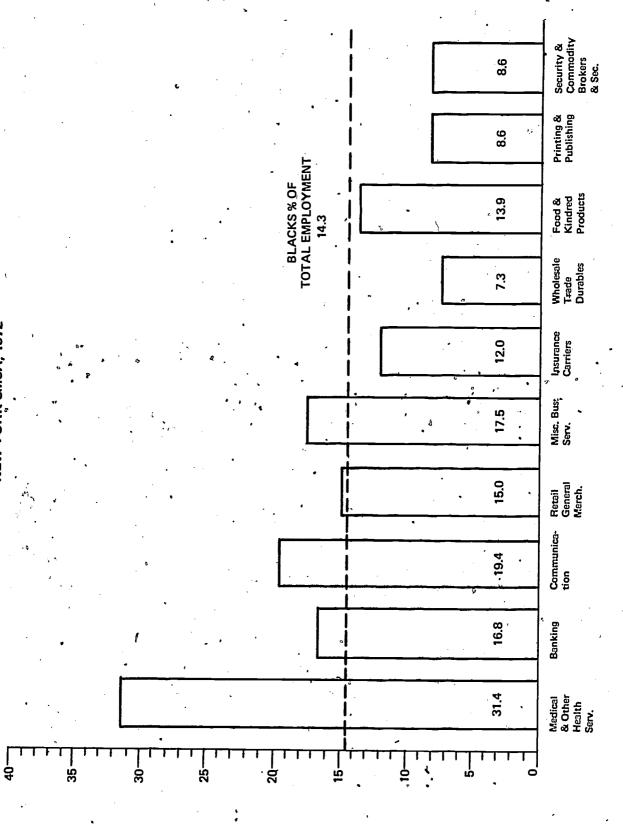
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PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE NEW ORLEANS SMSA, 1972



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PERÇENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE NEW YORK SMSA, 1972



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NEW YORK

The New York SMSA had a population of 11,644,300 in 1972. Approximately 53 percent of New York population were female; 16 percent were black. Eleven percent of the population were Spanish origin or descent; 68 percent of the Spanish population were of Puerto Rican birth or parentage.

The 1972 New York civilian labor force was an estimated 4,701,000 persons. Approximately 35 percent of the labor force participants were females aged 20 years and older; about 16 percent were black and about nine percent were of Spanish origin.

Annual median income for those persons 16 years and older with earnings in 1969 was \$8,385 for all males and \$4,770 for all females. Black males earned a median income of \$6,288 annually, while black females earned \$4,501 yearly. Males of Spanish origin earned a median income of \$5,371 per year, but Spanish females earned a low \$3,17B annually.

In 1970, the median school years completed for all those 25 years and older was approximately equal—42.1 years for males, 12.0 years for females. For blacks in the same age group males and females had an equivalent median number of school years—10.9 years. The median number of school years completed by persons of Spanish origin was quite low—9.0 years.

Though the difference in educational levels might explain part of the gap in earnings between all persons and either blacks or persons of Spanish origins, the same logic certainly cannot be applied to explain the large differentials between males and females. It is evident from the findings of the 1972 EEO-1 survey that women and minorities suffered uneven participation and unbalanced occupational distribution both among industries in the area and across job categories. Both groups generally were concentrated in job categories and industries where the earnings potentials were low.

In 1972, women represented 41 percent of the employees in the EEO-1 survey. Women were 47 percent of the white collar workers (73 percent of the office and clerical workers, but only 16 percent of the officials and managers), 20 percent of the blue collar workers, and 43 percent of the service workers.

Since 1970 women have increased their rate of participation in all but two categories of employment—operative and laborer. They made

relatively large gains in their share of the higher paying officials and managers and professionals jobs, though also increasing their representation in the low paying service workers category.

A majority (52 percent) of women were in office and clerical jobs in 1972, while only 13 percent of all males held positions in that job category. Only five percent of all women were officials and managers, but 17 percent of all males were in similar positions. In the blue collar field, less than two percent of all women were skilled craftsmen, while more than 13 percent of all males were in that category.

According to the 1972 EEO-1 survey statistics, Anglo and minority women were distributed among the various job categories in quite dissimilar ways. For instance, 84 percent of the Anglo women were white collar workers, but only 65 percent of the minority women worked in jobs in that category. More than twice as great a percentage of Anglo women as minority women were officials and managers or sale workers. However, a greater proportion of minority than Anglo women were employed as technicians. The percentage of minority women who held blue collar or service worker jobs was more than double the rate for Anglo women.

In 1972 blacks held 14 percent of all jobs in the EEO-1 survey. However, blacks held only 11 percent of the white collar positions (a mere four percent of the officials and managers). Blacks were 17 percent of the blue collar workers (only ten percent of the skilled craftsmen), but 25 percent of the laborers and a disproportionate 32 percent of the service workers.

Since 1970 blacks have increased their share of every job category except operative and laborer. The only significant gain, however, came in the category of technician.

In 1972, 42 percent of all blacks were in three low paying job categories——12 percent were operatives, nine percent were laborers, and 21 percent were service workers. Only 18 percent of all Anglo workers held similar positions.

In 1972, Spanish Surnamed Americans held eight percent of the jobs reported in the SMSA. Spanish, however, constituted only five percent of all white collar employees (only two percent of the officials and managers). Spanish were 14 percent of all blue collar



workers (only eight percent of the skilled craftsmen, but 22 percent of the laborers) and 17 percent of the service workers.

Since 1970 Spanish have increased their representation in every white collar job, though only slightly. In the blue collar category, the Spanish rate remained about even for the skilled craftsmen positions, but dropped for both operative and laborer jobs. SSA's proportion of jobs in the service worker category also dropped somewhat.

In 1972, 52 percent of all Spanish were operatives (19 percent), laborers (14 percent), and service workers (19 percent). Only 18 percent of all Anglo employees held jobs in those three relatively low paying job categories.

The dissimilarities between the occupational distributions of Anglo males and minority males were most evident in the traditionally highest and lowest paying categories. In 1972, the percentage of Anglo males that were officials and managers was more than four times that of minority males. At the same time the proportion of minority men who were service workers was quadruple that of Anglo males.

A comparision of the occupational distribution of Anglo males with those of females and minorities gives a partial picture of the relative economic positions of the groups. In 1972, for instance, over half (51 percent) of all Anglo males were officials and managers, professionals, or skilled craftsmen, but only 21 percent of minority males, 17 percent of Anglo females, and 11 percent of minority females held those top positions in the white and blue collar job categories.

The top ten industries in the New York SMSA in 1972 accounted for 52 percent of the total employment reported in the EEO-1 survey. The number of employees per industry ranged from approximately 61,000 to 134,000. The top ten industries had a greater percentage of white collar workers than the surveyed industries as a whole (76 vs. 68 percent), a smaller percentage of blue collar workers (14 vs. 23 percent), and an equivalent rate for service workers of about ten percent.

Women represented 41 percent of the reported employment in the New York SMSA, but among the top ten industries the female participation rate ranged from 24 percent in Food and Kindred Products to 70 percent in the SMSA's largest industry, Medical and Other Health Services.

Office and clerical positions in the ten major industries generally were filled by women. Women represented an average of 76 percent of the workers in that category.

Blacks were 14 percent of the employees in the 1972 EEO-1 survey, but only half of the top ten industries employed blacks at that rate or higher. Wholesale Trade Durables (a relatively high average earnings industry) hired blacks at the lowest level--seven percent. Blacks experienced, their highest rate of representation (31) percent) in Medical and Other Health Services. This industry employed blacks at rates above the SMSA participation rate in every category of employment, but is a relatively low average earnings industry.

Spanish Surnamed/Americans were eight percent of all employees in the EEO-1 survey, but were employed at rates of from three percent in the Communications industry to eleven percent in Medical and Other Health Services. Seven of the ten industries employed Spanish Surnamed Americans at rates below their overall SMSA rate. Those Spanish employed were concentrated generally in the relatively low paying operative, laborer, and service worker categories.

Asian Americans represented slightly more than one percent of the reported employment. They participated at that/rate or above in only four of the top ten industries. Their most significant representation was in Medical and Other Health Services, where Asians accounted for almost four percent of all employees. An overwhelming majority (86 percent) of all Asians in the SMSA were white collar workers; one-third were professionals. The proportions of Asians who were professionals, technicians, and office and clerical workers were higher than the respective rates for Anglo

American Indians were only one-tenth of one percent of the total employees covered by the survey and were employed at approximately that rate by all of the ten largest industries. One third of all Indians were blue collar workers; ten percent were skilled craftsmen. The proportions of Indians who were blue collar workers (all categories) and service workers were higher than the respective rates for Anglo workers.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE NEW YORK, NEW YORK, SMSA — 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	66.8	35.7	84.0	· 65.1
Officials and Managers *	20.2	5.0	. 6.0	2.4
Professionals	17.1	5.7	9.6	6.4
Technicians	5.2	4.4	2.8	4.3
Sales Workers	12.3	4.6	11.6	5.6
Office and Clerical	12.0	16.0	54.0	46.4
Blue Collar	27.8	42.2 "	8.9	18.4
Craftsmen	14.0	1Q.3	1.3	2.3
Operatives	9.6	17.8	4.8	9.6
Laborers	4.2	14.1	2.8	6.5
Service Workers	5.4	22.1	7.1	16.5

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

NEW YCRK, NEW YCRK					21184	ARTICIPATICA BATES	AIES.	TEVATOO .	CCCUPATIONAL DISIBLIBUIES	ADLIMA
	1970	1611	1572		0251	1251	2251	ग्रहा	1261	7761
TOTAL EMPLOYEES	1,605,326	1,605,326 1,821,166 1,670,186	1,670,180		13.0	13.7	14.3	100-0	160.0	100.0
CEFICIALS AND MANAGES.	1,221,248	1,263,283	1,267,014		. 4.01	3.7	11.0	51-1	53.8	52.1
PROFESSIONALS TECHNICIANS TO THE PROFESSIONAL STATEMENT OF THE PROFESSION OF THE PRO	214,216	222,559	229,303	ر	5.0		, s	*	53	4 4
SAUES MORKERS OFFICE AND CLERICAL MORKERS	166,502	1855434	194,019		6.1	33	1.1	35.4	3,4	33.8
CRAFTSHEN	425,542 154,043 176,363	408,274 146,857 173,016	430,164 159,374 172,675		9.3 10.0 10.0	16.3 9.3 17.8	10.1	29.5	25.55 25.55 25.55 25.55	22.0
SERVICE NCRKERS	154, 138	149,609	173,002	<i>]</i> m		32.2	32.0	19.4	1.	20-7

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEC-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FINAL PRACTE PARTICIPATES 1820 1821 AND 1822

NEW YCRK,AE'S YCRK	SITM*	ARTICIPATION RATES	 CCCUPATIO	CCUPATIONAL DISTRIBUTE	JEUTICA
2161 1161 - 0151	ग्रा	त्रका त्रका	0257	1751	7151
TCTAL ERFLCYEES 1,805,328 1,821,146 1,870,180	40.2	40.4 40.5	 100.0	100.0	100.0
1,263,283 1	46.9		 71.9	9,0	70.0
222, 599	26-6			7	2 ~ (
SALES WORKERS 164,902 185,434 194,019	30.3	30.0 30.9 72.9 73.3	 	1 9 5	10-01
GLUE COLLAR 425,542 408,274 430,164 CRAFTSHEN	21.5.	20.0 20.3 7.1 7.6 26.7 27.0	 12.5	11.1 1.4 6.3	11.5
145, 605	39.3		 3		

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY CORMÍSSION, EEC-1 REPORTS, 1970, 1971, ANG 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTION OF SPANISH SURNAMED EMPLOYEES, 1970, 1971, AND 1972

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NEW YORK, NEW YORK	;		-	Tava	PARTICIPATION RATES	MES	DCCUPATE	CCUPATIONAL DISTRIBUTION	LIBUTION
•	1970	1971	1972	0251	1251	7251	छ हर	7257	7257
TOTAL EMPLOYEES	1,805,328 1,821,166 1,870,180	1,821,166	1,870,180	8.2	7.8	:	100.0	0.001	
WHITE COLLAR	1,221,248	1,263,283	1,267,014	· ·	•	,			200
DEPTICIALS AND MANAGERS.	204,360	215, 248	227,770	6:1	2		36.7	41-2	39.9
TECHNICIANS	218, 216	222, 999	229,303	1 . 2.1	2.4	2.5	2.5		*
SALES WORKERS	144 503	97, 170	960.08	2.4	2 .8	6.5	2.9		
OFFICE AND CLERICAL WORKERS	551. 797	\$56.84AA	194,019	3.5	3.6	3.5	3.6	,	4
			078 6000	5 . 9	. 1.9	~°	24.4	26.3	24.8
BLUE COLLAR	429,942	408.274	430-164			-			
CRAFISKEN	154,043	146.857	154.274		,	m :	454	40.3	40.9
UPERATIVES	178, 363	173.016	172.670			5.	7.7	7.7	7.9
LABURERS	97, 536	88,401	98.111	7,72			21,3	18.6	1878
				-	C*77	7.17	7.16.2	14.0	14.1
SCHAICE BURKERS	154, 138	149,609	173,002	17.3	17.6	16.8	18-0		10.2

SOURCE: EQUAL EMPLOYMENT DPPORTUNITY COMMISSION, EED-1 REPORTS, 1970, 1971, AND 1972,

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE NEW YORK, NEW YORK, SMSA

LESS SELVE CO.

MINDRITY GROUP EMPLO	EMPLOYMENT	TOTAL	PEDICAL+OTHER OFFCS L MGRS	Ξ.	ERVICES TECH	SALES	CLER	TOTAL	CRAFT	8180		SERVICE	
:	133,595	10,415	7.419	35,541	16,134	629	20,692	902.4	2,057	3,598	3,051	44.474	
FEMALE	69.7	74.9	4.64	73.2	98.	* **		•	:		·		
BLACK	31.4	21.3	15.9	16.6	36.5	0 00	0.0	1.75	13.5	33.7	95	66.5	
SSA	9.01	7.3	5.3	5.1	9.6	15.6	10.01	15.6	15.6	18.7	12.4		
ASIAN AMER	3.5	5.5	1.9		3.6	70	0.1	9	-	v'			
WIGN	;,	•	7			1:4	•	7	*	· ••	•	: :	
		•						•	•				
		BAN	BANKING			•		, .					
MINORITY	TOTAL		OFFCS			SALES	946			•		SEBVICE	,
GROUP EMPLC	EMPLOYMENT	TOTAL	MGRS	PROF	TECH	MKRS	CLER	TOTAL	CRAFT	OPER	LAB	MORKERS	
S MHO WERE:	20746	7604621	76113/	8•103	2 : 346	1,633	14.873	1,669	360	1.228	19	4,519	
FEMALE	52.3	54.1	16.5	28.3	71.6	3.7.		•			٠	- 1	
BLACK	16.8	16.9	4.3		17.	5	22.0				•	20.0	
SSA	:	••	3.1	3.5	0.6	1.0		101					
ASIAN ARER	<u>.</u>	1.5	1:0	1.9	1.5	1.2	1.6	1.3	•	7		7.11	
NOIN	•	1	;	:	•	•	7					? 7	
					-	•							
MINORITY	TOTAL	5	COMPUNICATION			CA: 6.0	Ü						
GROUP EMPLOYMENT	YMENT	TOTAL	MGRS	PROF	TECH	MARAS	100	TOTAL	CRAFT	0.0	44	SERVICE	
12. X MHO WERE:	9.825	94,943	18.919	16,438	4,643	2,671	52,272	29,700	27,246	2,424	90	2.282	
FEMALE	46.5	60.8	36.8	20-4	7.7	16.2	2 0			;	•	. ;	
BLACKS	19.4	21.4 .	6.9	3.5	**	2.3	3 4 4	7 -		• • •	7. 1	# d	
SSA	3.2	2.6	0,1	•	3.6		3.8	7.4	9.6	7.3		7 - 7	
ASIAN ANER INOLAN	•	•	?	۲.		₹.	*	*	e.	3	}		
								u		:		:	
		RETAIL	AIL GENERAL	L MERCHANDISE	ISE								
MINDRITY	TOTAL		OFFCS			SALES	OFF					3110407	
GROUP EMPLO	EMPLOYMENT	TOTAL	TGRS	PROF	TECH	EK R S	CLER	TOTAL	CRAFT	OPER	LAB	HCRKERS	
S SHO WERE:	3		006481	745 47	7671	11.327	27.257	12,427	2,392	3.027	7.008	10,395	
FEMALE	65.0	70.7	33.1	43.9	27.8	79.3	8341	37.4	19.0	47.4	73.6		
SEACK	0.5	12.3	m c	* 1	10.6	10.2	20.4	24.6	10.6	29.8	27.2	27.9	
ASIAN ANER		3	9 17	Z-2		-	2.9	701	•	.	11.7	10.4	
IND! AN	:	•10	· .		•	7	7	: :	•		<u>.</u>		
•					•		-		:	!	•	:	
	Ī	MISC	MI SCELLANEOUS	BUSINESS	SERVICE	•							
MINORITY FABICS	TOTAL	TOTAL	OFFICS	9040		SALES	OFF		.	-		SERVICE	
	2,093	54,218	9,653	13,862	3,373	2.924	24.406	12-048:	3.812	OPER	LAB	MCRKERS	•
ü	. ;	;		. :						;		100463	
SI ACK	17.5	0.0		2.1.2	24.7	20.4	78.0	16.5	*: 11	27.8	11.5	27.2	
SSA	6				14.7	•	13.	707	•	7.81	44.3	32.1	
ASIAN ARER	6	1.2	S	1:4	.2.5	•		7.71	501	7.51	6.21		
INDIAN	ŗ.	7	7.		7		7	:-		: -:	: -:		
			,		±	ž		•		~		,	

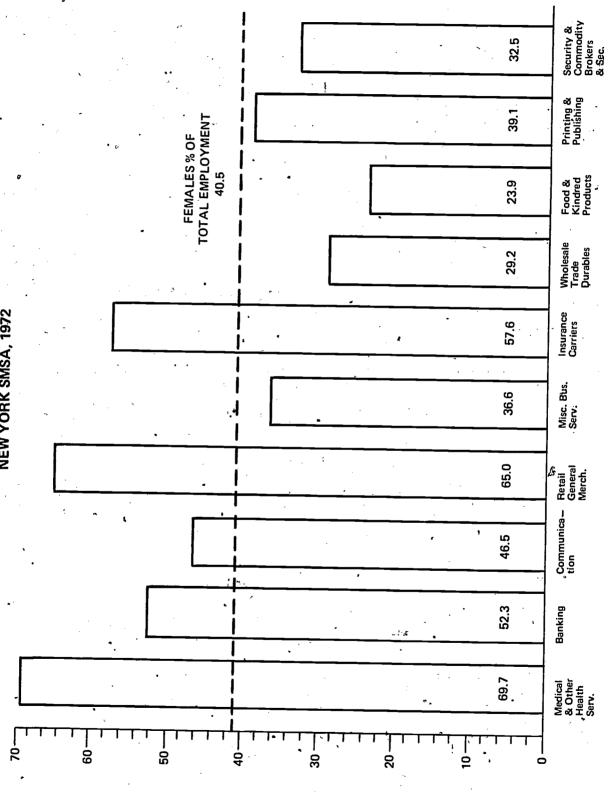
PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE NEW YORK. SMSA (Cant.)

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10.14 10.15 10.1			1451	LRANCE CAR	A! EMS								• `
Column C		TUTAL,		DFFCS	1		SALES	, 0, F	u	•	•		SERVICE
12.0 11.9 12.0 13.1 12.9 13.1 13.1 13.4 13.1 13.4 13.1 13.4 13.1	EMPL.	DAMENT	TUTAL	#0BS	PROF	16CH	WX#S	CLER 40,707	TO TAL 783	CRAFT	- OPER	64 9 40 9	ACRKERS
17.16 15.8 2.11 2.5.9 43.0 4.7 18.2 15.1 10.3 17.9 45.0 534. 12.								!	:	}	:)	
12.0 11.9 1.0 3.1 6.1 6.2 17.1 11.4 6.5 16.2 45.0 15.2	FEWALE	.57.6	58.2	23.1	6-82	43.0		12.2	15.1	10.3	17.9	45.0	53.4
TOTAL TOTAL WHOLESALE TRADE CURARLES TOTAL TOTAL CAMPT TOTAL WHOLESALE TRADE CURARLES TOTAL TOTAL WHOLESALE TRADE CURARLES TOTAL TOTAL WHOLESALE TRADE CURARLES TOTAL WHOLESALE TRADE CURARLES TOTAL TOTAL TOTAL WHOLESALE TRADE CURARLES TOTAL TOTAL WHOLESALE TRADE CURARLES TOTAL T	, BLACK	12.0	11.9	3.0	3.3	8.3	6.2	17.1	13.4	9.5	16.3	45.0	15.2
The control of the	SSA	2.5	-	1.2	8.1	; ;	4.0	4. 5	۳.	4.	16.3	7.5	18.0
TOTAL WHOLESALE TAJOR CURARLES SALES OFF TOTAL CARF OPER 1.40 STRVICE	ABIAN AMER	1.2	1.2	•	1:1	2,1	·;		4 ,	ب م	F		•
TOTAL WOLESALE TRADE CURARLES SALES OFF TOTAL CARFT OPER 1,540 STRVING MANAGEMEN													
CAMPERT TOTAL TO	•			FSALE TRA	+		•						
FOLICIONES TOTAL MORE PROP. FTECH MORE STATE S		TOTAL	?	OFFICE		,	SALES	940		٠.			SERVICE
1. 1. 1. 1. 1. 1. 1. 1.	-EMPL	DYMENT	TOTAL	MGRS	PROF	- TECH	WKP S	CLER	TOTAL	CRAFT	OPER	LAB	MORKERS
1.0 1.0	,	10, 126	63,271	11,769	5,232	5,349	14.156	22, 765	15,918	3,902	3,44	3,570	937
### 2.7 2.7 2.9 2.3 2.9 7.9 13.9 11.0 2.2 2.3 11.0 11.1 3.2 12.0 23.3 11.0 11.4 2.2 2.2 2.3 2.0 11.1 3.2 2.2 2.3 2.0 11.1 3.2 2.2 2.3 2.0 2.2 2.3 2.0 2.2 2.3 2.0 2.2 2.3 2.0 2.2 2.3 2.2 2.3 2.2 2.3 2.3 2.3 2.3 2.3		,	;	. !	:	,			. ;	. !		;	. !
Figod And R. 17 2.5 4.8 2.0 7.1 117 6.2 7.1 1.1 7.2 7.	FEMALE	24.2	31.3	6.	13.0	m 4		72.5	21.5	0.0	22.0	2365	0 - 7 7 7 7
Figura And Ringred Products 1.9 1.6 2.7 1.4 1.5 1.1	01.ACA		•	~	3.5				7.11			21.0	1
FINAL FINA	ASIAN ANER	~	~~	5.0		-	9-1	2.7					
FIGURE PRODUCTS SALES GFF 1071AL CRAFS, OPER LAB WERE CLEP TOTAL CRAFS (1.2.2) 31.70 35.75 3	INDIAN	; :	; =	}			:	-	-	:		N	
Figural	,	!		۵		-	i i					10	
TUTAL TOTAL WERS CLEB TOTAL CRAFE, OPER LAB SCREEN CRAFE, SERVICE FOLDWERT TOTAL WERS CLEB TOTAL CRAFE, OPER LAB SCREEN CRAFES, SA-81 12-628 4-16-65 13-62		٥	2		July Comme	د							
Fablowieri		TOTAL	3.	-	יאבט ייאטעיטר	2.	SALES	, A					SERVICE
Third	EMP	DYMENT	TOTAL	MGRS	PRUF	TECH	* MKPS	CLE	TOTAL	CRAFE ,	OPER	LA8	MORKERS
13.9 26.7 4.4 12.9 20.5 10.3 78.3 19.0 4.2 12.0 37.0 35.5 13.9 6.4 2.1 1.7 4.2 1.6 4.3 9.9 19.2 14.7 17.2 24.6 34.7 13.9 6.4 2.1 1.7 4.2 1.6 4.3 9.9 19.2 14.7 17.2 24.6 34.7 13.9 6.4 2.1 1.7 4.2 1.6 4.3 4.3 4.3 4.3 4.2 4.3 13.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 13.1 13.2 13.4 13.4 13.4 13.4 13.4 13.4 13.4 13.4 13.4 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.2 13.4 13.1 13.4 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.2 13.4 13.1 13.4 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.1 13.		78.277	39.820	9.835	3,491	1,263	15.093	10,138	33,788	8.279	13,481	12,028	4.669
13.9 5.4 5.1 1.4 5.4 5.5	SEMONERE:	23.0	26.7	4-4	12.9	20.5	10.3	74.3	19.0	6.4	12.0	37.0	35.5
TOTAL NUMBERS TOTAL NUMBERS TOTAL CRAFT OPER LAB NUMBERS TOTAL CRAFT OPER LAB NUMBERS TOTAL CRAFT OPER LAB NUMBERS LAS L	BLACK	13.9	9.0	5:1	3.6	9.0	6.3	6.6	19.2	14.7	17.2	24.6	36.7
HURR 15	SSA	5	2.3	1.2	1.1	4.2	9-1	f.4	6.6	6.7	••	14.2	15.6
TUTAL OFFENS OFF TECH NRFS CLER TOTAL CRAFT OFF LAB WORKERS OFF TOTAL CRAFT OF	ASIAN ANER	'n.	•	:	7.4	7,	₹.		•	ď.	iy.	•	* .
FUTAL TOTAL NURS PROF TECH NRFS CLER TOTAL CRAFT OPER LAB WORKENS TO TOTAL CRAFT OPER LAB WORKENS TO TOTAL TOTAL NURS PROF TECH NRFS CLER TOTAL CRAFT OPER LAB WORKENS TO TOTAL TOTAL NURS PROF TECH NRFS CLER TOTAL CRAFT OPER LAB WORKENS TO TOTAL TOTAL TOTAL NURS TO TOTAL CRAFT OPER LAB WORKENS TO TOTAL TOTAL CRAFT OPER LAB WORKENS TO TOTAL TOTAL CRAFT OPER LAB WORKENS TO TOTAL TOTAL TOTAL TOTAL TOTAL TOTAL TOTAL NURS CLER TOTAL CRAFT OPER LAB WORKENS TO TOTAL	MAIONI	7	:	:		•	:	:	•	* .	:	:	:
TOTAL OPER LAB WORKERS LAS WORKERS		-					^,	٠			•		•
FUTAL OFFE SALES OFF TOTAL OFFE LAB SKRVICE		•	PRI	ING AND	PUBLI SHING		•			•			
FULCIVENT TOTAL NARS PROF TECH NARS CLER TOTAL CRAFT OPER LAB WORKERS 170,719, 47,991 8,526 10,041 1,721 4,947 22,754 21,438 11,215 7,643 2,580 1,290 1,290 1,290 22,52 26,0 22,1 40,4 33,0 10,9 74,5 15,6 6,2 26,0 27,2 20,4 20,4 1,2 1,2 1,4 1,2 1,4 1,2 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4		TOTAL		OFFCS			SALES	9F		•	. •	•	SERVICE
E	ď.	DYMENT	TOTAL	NCRS SCRS	PROF	TECH	MK# S	CLER	TOTAL	CRAFT	7-443	LAB	HORKERS O
39-1 50.0 22.1 40.4 33.0 10.9 74.5 15.6 6.2 26.0 27.2 27.2 27.2 27.2 27.2 27.2 27.2 27			166.11	02640		13141		101177	E C	617.	6	ABC 4.7	
Second Color Seco	FEMALE	39.1	50.0	22.1	+·0+	33.0	10.9	74.5	15.8	6.2	26.0	27.2	- 20-4
SECULITY.COMMSDITY BRCKERS.5ER	BL ACK	•	9.6	~.	2°B	11.3	5.8	12.6		, n	F .		32.7
SECULITY, COMMODITY GROKERS & SALES OFF TOTAL CRAFT OPER LAB WCM CFF 13 12 26 3 312 6 16 16 16 16 16 16 16 16 16 16 16 16 1	400		•	7.	7.	1	. ·		2	•		:	•
SECULITY.COMMODITY BREKERSESER SALES OFF TOTAL CRAFT OPER LAB WEN CHPCYNENT TOTAL CRAFT OPER LAB WEN CHPCYNENT TOTAL CRAFT OPER LAB WEN CHPCYNENT TOTAL CRAFT OPER LAB WEN CAS 32.5 32.5 32.9 6.8 14.2 18.3 6.5 45.9 18.8 10.6 26.0 26.0 3.6 5.6 11.7 20.7 18.3 27.2 27.2 5.4 14.9 6.1 11.7 20.7 18.3 27.2 27.2 27.2 18.3 1.3 1.5 2.4 1.4 14.9 6.1 11.7 20.7 18.3 27.2 27.2 27.2 27.2 27.2 27.2 27.2 27	INDIAN	: -	-	:	7	2	•	; -		: -4	:		:
TUTAL SECULITY.COMMODITY BRCKERS\circles SEE	, 5		,						•		•		
EPPLOYNER TOTAL OFFCS PROF TECH MARS CLER TOTAL CRAFT OPER LAB MCN 60,788 59,475 7,676 4,565 1,210 7,481 36,543 581 263 312 6 6 16; 32.5 32.5 32.9 6.8 14.2 18.3 '6.5 45.9 18.8 10.6 26.0 25.0 3.5 5.7 5.4 1.4 1.4 5.2 6 11.7 2.0.7 13.3 27.2 8.3 3 1.8 1.8 1.8 1.8 1.8 1.8 1.8 1.8 1.8 1.8			SECI	Us ETY COMM	COLTY BRCK	ERSESER	•				•		
EFPICINENT TOTAL MORS, PROF TECH MARS CLER TOTAL LWAFF OFFR LAB MUSS 59,475 7,676 4,555 1,210 7,481 38,543 581 263 312 6 18,5 32,5 32,5 6,4 14,2 18,3 6,5 45,9 18,8 10,6 26,0 26,0 3,6 8,4 2,4 14,9 6,5 11,7 20,7 13,3 27,2 83,3 7,8 13,1 13,1 14,1 15,2 16,1 15,2 16,1 17 16,1 15,2 2,1 11,1 2,9 83,3 7,1 11,1 11,1 11,1 11,1 11,1 11,1 11	#INOFI TY	TUTAL		OFFCS			SALES	F. 0				•	SERVICE
32.5 32.9 6.8 14.2 18.3 6.5 45.9 18.8 10.6 26.0 5.7 5.4 1.8 1.1 4.9 .6 1.4 31.2 20.7 13.3 27.2 5.7 5.7 5.4 1.8 1.0 1.7 1.0 1.5 2.1 1.1 2.9 83.3	CKOUP LAPLE	CYMENT LA ZOO	FOTAL FO. 475	#GRS .	1080	TECH CIC.	T. A.B.	36.563			212		MUNKERS 732
32.5 32.9 6.8 14.2 18.3 6.5 45.9 18.8 10.6 26.0 8.6 18.7 20.7 18.3 27.2 87.2 87.2 18.8 10.6 26.0 18.7 20.7 18.3 27.2 87.2 18.7 20.7 18.3 18.3 18.3 18.3 18.3 18.3 18.3 18.3	Z MMS NERE:						•		:	}	;		•
5.6 8.4 2.4 1.4 14.9 .6 11.7 20.7 13.3 27.2	FEMILE	32.5	32.9	79.0	14.2	18.3	6.5	45.9	18.8	10.6	26.0	•	11.9
5.7 5.4 1.8 1.1 5.2 .6 7.4 31.2 42.6 20.5 83.3 1.3 1.3 1.0 1.5 2.1 1.1 2.9	HACK	9.6	A.4	4.7	*-	14.9	•	11.7	20.7	13.3/	27.2	•	1.4.1
1.3 1.3 .6 1.6 1.7 1.0 1.5 2.1 1.1 2.9	SSA	2.5	4	1: 8	-i-	2.5	•	*	31.2	42.6	20.5	13.3	0.01
	ASIAN AREK	F: -		ų -	9-	1.7	:	٠ <u>٠</u>	-1.5	1:1	5.9		1.0

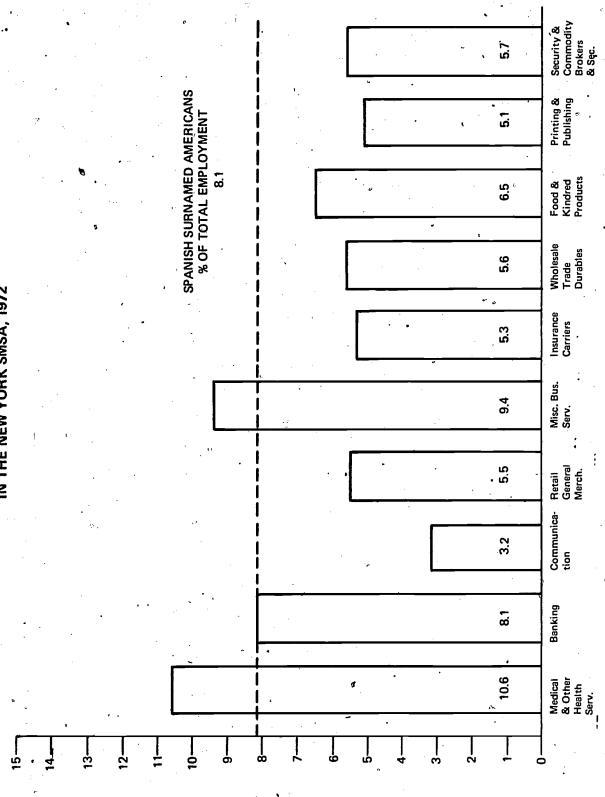
PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE NEW YORK SMSA, 1972

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1.43



PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE NEW YORK SMSA, 1972



PHILADELPHIA, PENNA.-NEW JERSEY

There were 4.9 million persons in the Philadelphia metropolitan area in 1972. Slightly less than 18 percent of the population was black and the other racial minorities constituted less than two percent of the total population. The second largest minority group were persons of Spanish origin and they were less than one percent of the total population.

About two million persons were in the civilian labor force in the SMSA in 1972. About 18 percent of these persons were blacks. Women 20 years and over accounted for 34 percent of the labor force.

Males in the SMSA in 1969 had median earnings of \$8,222; females had median earnings less than half that of males, \$3,957. Median earnings for black males were about three-fourths that of all males combined, \$6,255. Black females were the least rewarded for their labors with a median income of \$3,620

In spite of the fact that females were equally as well educated as men and black females completed an average of one-half year more of schooling than black males, female earnings within the respective groups were substantially lower. The median school years completed for all males and females in the area was 12.0. The median school years completed for the black residents of this metropolitan area was 10.2 for males and 10.6 for females.

The income statistics were also borne out by the relative occupational positions of minorities and females as reflected in the 1972 EEO-1 survey. In the firms with 100 or more employees, women held slightly less than 36 percent of the total jobs reported by establishments in this metropolitan area. Blacks were 16 percent of the SMSA labor force, but they held 15 percent of the jobs reported in the 1972 EEOC survey.

Although women held 30 percent of all the jobs reported, their participation rates and occupational distributions point to a gross underutilization and under-representation in the better paying white collar and blue collar jobs. Only 12 percent of the officials and managers reported were women and 27 percent of the professional jobs were held by women. However, an astounding seventy-eight percent of the office and clerical workers were female.

Only 21 percent of the total blue collar work force were women. Although females held 28 percent of the

operative positions and 26 percent of the laborer jobs, only eight percent of the craft positions were filled by women. These positions are generally skilled jobs that pay much higher salaries than those earned by the semi-skilled operatives and/or unskilled laborers.

Although two out of every three women reported held white collar positions, only a small percentage of them held positions that could be classified in the two top occupational categories. Only three percent of the women held positions as officials or managers; less than five percent held professional jobs. One out of every ten of the women were sales workers, and slightly more than 40 percent of all the women employed were office and clerical workers. Twenty-three percent of them held blue collar jobs, but only three percent of them held skilled craft positions. Ten percent of the women were service workers.

Similar patterns of underutilization and underrepresentation of blacks were evident. Although they held 14 percent of the total jobs reported in the survey, they held less than four percent of the jobs in the highest paying, more prestigious positions as either officials, managers or professionals. Although blacks held less than eight percent of the white collar positions, they held a much greater share (18 percent) of the lower status and usually lower paying blue collar positions. They were only ten percent of the craftsmen, but they were 20 percent of the operatives and 31 percent of the laborers.

Blacks had the highest representation in the service worker category. Thirty-seven percent of the service workers were black.

The occupational distribution for blacks in this metropolitan area shows a very low concentration in the higher level white collar jobs and a remarkably high concentration in the blue collar and service positions. Only three percent of the black workers held official and managerial and professional jobs. However, fifteen percent of the blacks held the lower paying office and clerical positions. More than four-fifths of the blacks were employed as either blue collar or service workers.

The occupational patterns of Anglo workers and minorities differ significantly. Proportionately more Anglo males were in the top paying categories than either minorities or Anglo females. More than one fourth



of the Anglo males were managers and professionals and one-fourth were craftsmen. However, less than one-fifth of the minority males were in a white collar occupation and, more than half were operatives and laborers. Although 72 percent of the Anglo females were white collar workers, only 12 percent were managers and professionals and only three percent were skilled craft workers. Minority females were least likely to be managers or professionals; only five percent were in these occupations. Minority females were more likely to be service workers than were other workers. Twenty-two percent of the minority females were service workers compared with five percent of the Anglo males, seven percent of the Anglo females and 16 percent of the minority males.

In addition to being concentrated in the lower paying occupations, females and minorities were also most likely to be employed in the industries with low average earnings. The ten largest industrees in the SMSA accounted for 51 percent of the reported employment. Half of these were manufacturing industrees. There were three industries in the Philadelphia metropolitan area which reported a total employment of over 50,000. These industries were Retail General Merchandise, Medical and Other Health Services and Electrical Equipment and Supplies. There were nearly 57,000 employees in the largest of these, Retail General Merchandise. Most of the employees in this industry held white collar positions and sales workers were the largest occupational group. Two-thirds of the total employees in this industry were women. Women held 81 percent of the sales positions and 87 percent of the office and clerical jobs. However, females held 36 percent of the managerial positions. On the other hand, 56 percent of the service workers were women.

Blacks held 13 percent of the positions in the largest industry. They held only nine percent of the white collar positions, but 21 percent of the blue collar jobs and 28 percent of the service jobs. Blacks' lowest share of jobs was in the officials and managers category where they held only six percent of the positions.

In the second largest industry, Medical and Other Health Services, three out of four of the employees were

women and one out of every four employees were black. Seventy-two percent of the workers in this industry were either professionals, office and clerical or service workers.

The third largest industry group was Electrical Equipment and Supplies. Female participation in this incustry was much lower than of the two largest industrial groups. It should be noted that this manufacturing industry pays higher average wages than either of the two largest industries. Here only 26 percent of the employees were women and only 11 percent of the jobs were filled by blacks. Over 60 percent of the work force was blue collar, and in these groups females and blacks held a relatively high percentage of the operative and laborer positions, but a disproportionately lower percentage of the craft jobs. This was especially true for the female blue collar workers. Although women held half of the operative and 35 percent of the laborer jobs, they held less than three percent of the skill craft positions.

Employment in the other seven major industries ranged from 44,000 in Machinery except Electrical to a low of 28,000 in Food Stores. Women held the lowest share of the jobs in the Primary Metal Industry and their greatest share in Educational Services. Blacks were less likely to hold positions in the Primary Metal industry and more likely to be employed in Food and Kindred Products.

Positive change has occurred in the occupational position of minorities and women since 1970. Between 1970 and 1972, total reported employment declined. However, total employment in two occupational categories increased: officials and managers, and service workers. Female and black employment, as a percent of total employment, remained rather steady during this period. In addition, to increases in managerial and service jobs; females experienced increased employment in professional and sales jobs in spite of overall declines in these jobs. Moreover, blacks experienced increased employment in managerial and professional jobs and a decline in service jobs. However, total black employment declined six percent.

1.45

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE PHILADELPHIA, PA.-N.J., SMSA — 1972

Occupational Group	Anglo Males	。Minority Males	Anglo Females	Minority Females
	,	•	•	
All Occupations	100.0	100.0	100.0	100.0
White Collar	48.4	17.5	71.6	44.7
Officials and Managers	15.3	3.3	3.6 .	1.4
Professionals	12.5	4.4	8.5	4.0
Technicians	5.6	2.9	4.3	6.6
Sales Workers	8.1	2.5	11.4	4.8
Office and Clerical	6.9	4.5	43.7	27.8
•		•		•
Blue Collar	47.1	66.6	21.0	33.4
Craftsmen	21.1	13. 2	2.8	. 4.2
Operatives	19.4	30.4	13.5	19.5
Laborers	6.6	23.0	4.7	9.8
Service Workers	4.5	15.9	7.4 -	21.9



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THE CCLLAR	422,266	416,007	414,248	7.6		en e	24.0	27.6	27.7
TECHNICIANS	43,576	81,682	19,830					7 . 7 .	5.5 9.8
SALES MCAKERS	64,455	62,236	66,285			0.0	, , , , ,	7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	4(m)
CRAFTSHEN	333,245 118,128	307,325	322,414	1.01 1.01	9.9	110	33.E	52.5	52.6 9.5
LABCRESS	63, 724	54.485	62,109	33.4	32.6	31.3	26.1	16.0	25.9
SERVICE LCAKERS	54,720	55,728	60,579	41.3	39.7		20-2	19.9	19.1

SCURCES ECUAL EMPLOYMENT CPPONTUNITY COPNISSICN, EEC-1 REPORTS, 1970, 1571, AND 1572.

PARTICIPATION RAIZS AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE ENGIQUEES, 1970, 1971, AND 1972

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WHITE COLLAN	423. 244			_	1	}	,	7.07.1	100-0
CFFICIALS AND PANAGERS.	73,261	73.677	450-14 460-14	74-2	45.3	45.4	65.7		66.5
TECHNICIAL S	13,05	11,682	79.830	0.00	50.0	911	2-7	5-8	3.5
SALES HORKER	42,578	41,027	40.045	31.4	9 - FE	7-77	**	7-1	7.
CFFICE, AND CLEMICAL MORKERS	154.615	62,236	66,285	40.7	41.5	43.7		0	•
				75.5	75.9	2.27	41.0	43.5	
CRAFTCHELL	333,249	307,325	322,414	20.7	18.	4 46	;	;	
	118, 128	109.411	111,047	•	9		7-5	1-12	23.4
LARGRERS	151,357	143,416	149,256	21.2	25.5	27.8	10.00		
	• • • • • • • • • • • • • • • • • • • •	F . F .	601.29	26.5	24.1	25.5			
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SCURCE: EQLAL EMPLOYPENT CFPCRTUNITY CCPMISSICH, EEC-1 REPORTS, 1970, 1971, AND 1572.

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Participation of females and midrities in the top ten industries in the philadelphia, peristansia-ven jersey, sasa

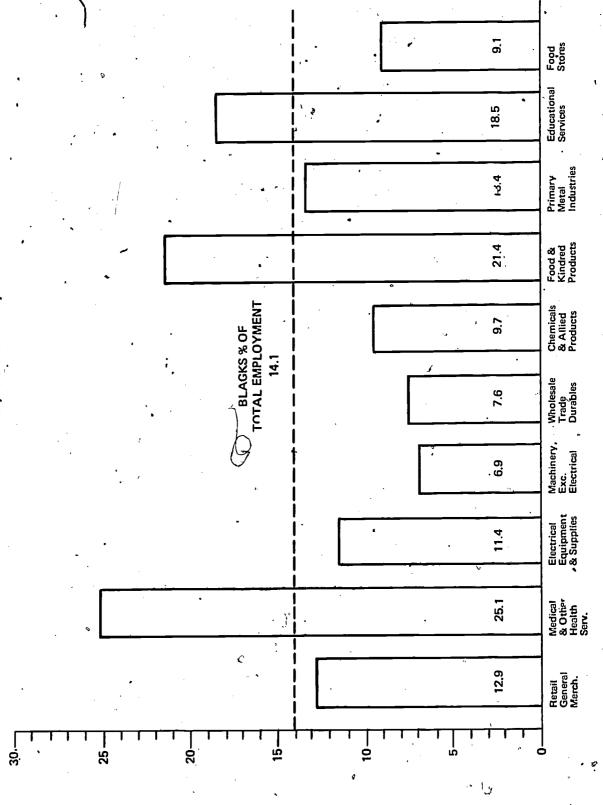
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	43,515	19.312	4.715	3,869	3.218	1.625	5,885	23.401	6.331	11.271	3.999	2 09
FEMALE .	20.3	24.8	2.1	9-		1.9	. 11.2	16.5	2.5	1.45	24.4	25.7
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FEMALE	20.2	20.1	2.5	13.7	12.2	3.1	67.2	12.7	. 40	16.7	16.9	40.2
BLACK	•	;	1.5	7.0	5.6	5.4	9.0	10.0	•••	6	19.9	33.1
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	27,995	21.476	3	201	TECH:	WARS	CLER	TOTAL	CRAFT	-		SERVICE
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BLACK	120	39.3	0.	0 e	14.3	39.2	74.7	18.7		,		
554	•	: *		;	;	:	10.9	14.9	101	1 4-81	9	29.6
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PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE PHILADELPHIA, PA.-N.J. SMSA, 1972



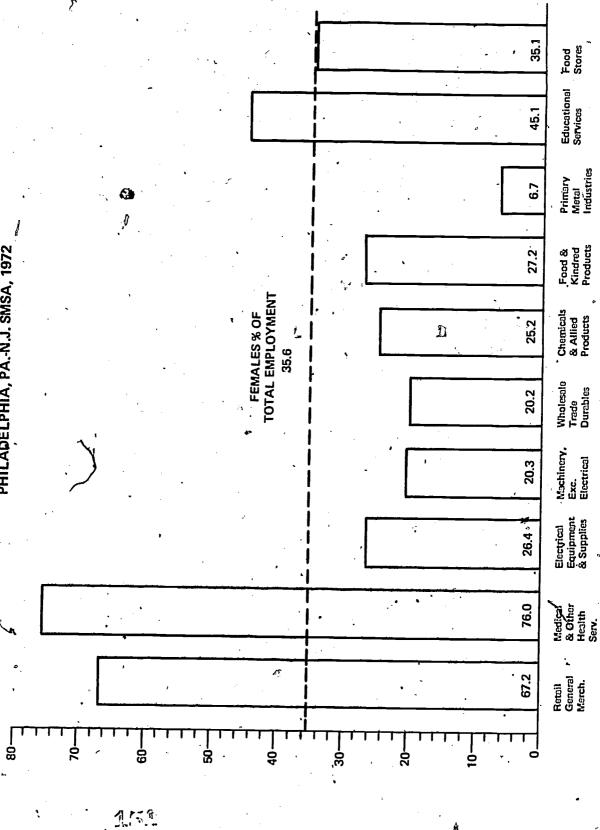
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PERCENTAGE OF TOTAL, JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE PHILADELPHIA, PA.-N.J. SMSA, 1972



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ST.LOUIS, MISSOURI—ILLINOIS

In 1972, the St. Louis SMSA had an estimated population of 2,352,400. Approximately 52 percent of the population were female; about 16 percent were black.

The 1972 civilian labor force in St. Louis totalled an estimated 970,000 persons. Approximately 37 percent of the labor force participants were females aged 20 years and older; about 15 percent were black.

Annual median income for persons 16 years and older with earnings in 1969 was \$8,322 for all males, but less than half that amount (\$3,484) for females. Black males earned a median income of \$5,896 annually, while black females earned only \$3,346 yearly.

Though a differences in educational levels might explain part of the gap in earnings between all persons of one sex and blacks of that sex, the same argument cannot be used to explain the large earnings differentials between males and females. In 1970, the median school years completed for all those 25 years and older was 11.9 years for males and only slightly lower (11.5 years) for females. Blacks of the same age group generally completed fewer median school years, but black females actually acquired a bit more schooling than their male counterparts (10. years vs. 9.5 years).

The data derived from the 1972 EEO-1 survey did not contradict the income statistics outlined above. Women and minorities generally suffered uneven participation and unbalancec occupational distribution both among industries in the same area and across job categories. They also were concentrated generally in job categories and industries where the earnings potentials were low.

In 1972 women represented 32 percent of the reported employment in the St. Louis SMSA. Women represented 43 percent of the white collar workers (76 percent of the office and clerical workers, but only 11 percent of the officials and managers), 15 percent of the blue collar workers, and 48 percent of the service workers.

Since 1970 women have increased, though only slightly, their share of all the white collar categories except office and clerical. Their largest gain came in the category of professional. They lost representation in all the remaining categories but laborer, where they gained considerably.

In 1972, almost two-thirds of all women were office and clerical workers (37 percent), operatives (12 percent), and service workers (14 percent). Only 38 percent of all males held positions in these traditionally low paying job categories.

The 1972 EEO-1 data show some substantial differences between the occupational distributions of Anglo and minority females. For example, while only about ten percent of all Anglo women were service workers, virtually one-third of all minority women held service worker jobs. Although 71 percnet of the Anglo females were white collar workers, only 47 percent of the minority females held similar positions. Within the white collar category, the percentage of Anglo women who were sales workers or office and clerical workers was double the rate for minority women. On the other hand, the proportion of minority females who were professionals or technicians was slightly greater than for Anglo females.

In 1972, blacks held 13 percent of the EEO-1 employment. However, blacks constituted only eight percent of the white collar workers (only three percent of the officials and managers). Blacks were 15 percent of the blue collar workers (seven percent of the skilled craftsmen, 25 percent of the laborers), and a disproportionate 36 percent of the service workers.

Since 1970 blacks have generally increased their participation in white collar occupations and decreased their participation in blue collar and service worker jobs. Between 1970 and 1972 blacks experienced substantial losses in representation in the expanding laborer and service worker categories.

In 1972, 66 percent of all blacks were employed as operatives (27 percent), laborers (15 percent), and service workers (24 percent). The percentage of Anglo workers in those relatively low paying positions was only half as great as the rate for blacks.

The dissimilarities between the occupational distributions of Anglo males and minority males were greatest in the traditionally highest and lowest paying job categories. The percentage of Anglo males that were officials and managers was more than four times that of minority males. On the other hand the proportion of minority men who were service workers was triple that of Anglo males.

A comparision of the occupational distributions of Anglo males to those of women and minorities shows, at least partially, the relative economic positions of the groups. In 1972, for instance, 35 percent of all Anglo males were in the top paying jobs in the white and blue collar fields, but only 14 percent of minority males, six percent of Anglo females, and three percent of minority females were either officials and managers or skilled craftsmen.

The top ten industries in the St. Louis SMSA in 1972 accounted for 58 percent of all the reported employment. Total employment ranged from 14,000 to 60,000 employees. The ten industries combined had a slightly lesser percentage of white collar employees than the surveyed industries as a whole (46 vs. 49 percent) and slightly greater percentages of blue collar (43 vs. 42 percent) and service (11 vs. 9 percent) workers.

The all industries participation rate for women was 32 percent, but they were represented unevenly in the top ten industries at rates of from six percent in Railroad Transportation (a generally high average earnings industry) to 80 percent in Medical and Other Health Services (a generally low average earnings industry). In the largest industry, Transportation Equipment (another high average earnings industry), women represented only nine percent of the employees.

Office and clerical positions, in the ten major industries were filled generally by women. Women averaged 72 percent of the workers in those jobs.

Blacks were 13 percent of the employees in the St. Louis SMSA. That rate was equaled or surpassed in only three of the top ten industries. Electrical Equipment employed the lowest proportion of blacks—under nine percent. Blacks experienced their highest rate of

representation in Educational Services—28 percent. Blacks were also employed at a high rate in Medical and Other Health Services (25 percent), but were only six percent of the officials and managers and six percent of the skilled craftsmen in that industry. Blacks were disproportionately represented in the low paying laborer and service worker categories throughout the ten largest industries.

Spanish Surnamed Americans were slightly less than one percent of all employees in the EEO-1 survey, butwere employed at rates of from 0.2 percent in Retail General Merchandise to almost four percent in Food and Kindred Products. One half of all Spanish were blue collar workers; almost one-quarter were laborers. The proportion of Spanish who were service workers was more than double the rate for Anglo workers.

* Asian Americans represented less than one-half of one percent of the reported employment. They participated in a significantly different degree only in Educational Services, where Asians accounted for slightly more than one percent of all employees. A large majority (78 percent) of all Asians white collar workers; most were concentrated in the professional (46 percent) and technician (11 percent) categories.

American Indians were only 0.2 percent of the total employees covered by the survey. Indians were employed at their highest rate in Transportation Equipment, where they were one-half of one percent of all, employees and about one percent of the officials and managers. More than half of all Indians were white collar employees. Greater proportions of Indians than Anglo workers held positions in both the officials and managers and professional categories.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE ST. LOUIS, MISSOURI - ILLINOIS SMSA — 1972

	** .		•	
Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	'100!0	100.0	100.0
White Collar	44.1	18.3	70.7	47.0
Officials and Managers	14.5	3.3	3.8	1.5
Professionals	9.9	4.8	8.0.	12.3
Technicians	4.6	2.3	3.5	6.5
Sales Workers	9.3	4.3	14.6	6.1
Office and Clerical	5.8	3.6	40.8	20.6
Blue Collar 3	50.7	64.4	19.8	21.0
Craftsmen	20.3	10.4	• 1.8 °	1.5
Operatives	23.6	35.3	12.2	11.0
Laborers	6.8	18.7	5.8	8.5
Service Workers	. 5.2	17.3	9.5	32.0

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	1570	1651	1572	0251	1251	1572.	OZ61	7751	7257
TOTAL EPFLCYEES	472,166	432,565	480,265	13.7	13.4	13.3.	100.0	166.0	166.6
WHITE COLLAR	225,010	215,027	234,510	6.9	` : :	7.5	24.5	27.4	27.5
PRCFESSIONALS	41,489	41,936	47,753	2-2	4 6 6 14	2.9	2.1	1,9	7.5
TECHNICIANS	15,252	15,475	20,232	11-8	1	12.2	r an	9	
CALES ACRERS	41,516	40,577	48,409	5.0	4 6	5.5	m	, m	
	***		-	:	•	•	10.2	11.1	0.01
CEASTANTS	208,544	184,376	202,815	. 16.5	15.7	15.2	53.1	50.2	4.14
GPERATIVES	107,236	95,343	100, 660	16.2	18.2	0°0	2 0	n 5	• ;
LABCRERS	34,687	30,213	37,043	30-2	27.5	24-9	15.9	1.4	14.5
SERVICE MCRKERS	35,612 ,	33,580	42,544	5-04	38.6	15.7	22.5	22.4	24.0

SCURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEC-1 REPORTS, 1970, 1571, AND 1572.

ST. LCLIS, RISSCLRI-ILLINGIS		,		TITE .	ABIICIEATION PATES	11ES.	ונככהפוזו	CCUPATICAAL DISTATEMIN	, vormata
	1,570	1161	1972	0251	1251	7251	0Z8T	1251	7751
TOTAL EPFLCYEES	473,166	432, SE5	480,265	31.4	32.1	11.7	100.0	100.0	160.0
KHITE CCLLAR	225,010	215,027	234,510	43.6	43.7	43.1	67.2	9.2.9	66.5
DEPETATION NAMED NAMED OF THE PROPERTY.	43,589	41,936	47,753	5.3	6-6	10-7	2.6	9-0	A.B.
TECHNICIANS	19,252	19.479	20,232	27.5	28.3		7.7	7.5	•
SALES MURKERS	41,916	40,577	48,409	39.9	40.9	41.2	11.2	11.9	13.1
CFFICE AND CLERICAL MORKERS	61,862	72, 704	14,565	15-8	1.1	75.8	41.8	9	37.1
י פוחפ נכודשו	20 6 5 544	184,378	202,815	2.0	14.8	15.0	20.3	19.3	0-02
CRAFTSMEN	67, 121	58,822	64,912	£.4	4.8	4	1.0	2.0	17.7
OPERATIVES	107,236	55,343	100,860	15.5	18.8	18.0	14.1	12.9	\$ · !!
LACCHERS	34.087	30,213	37,043	16.9	21.8	26.6	F-4	4.7	
SERVICE ECRKEPS	35, €12	33,560	42,944	\$2.2	52.6	47.9	12.5	12,7	13.5

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY CCPMISSION, EEC-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF PENALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE ST. LOUIS, MISSOURI-LILLINDIS, SMSA

ERIC,
Arail Year Provided by ERIC

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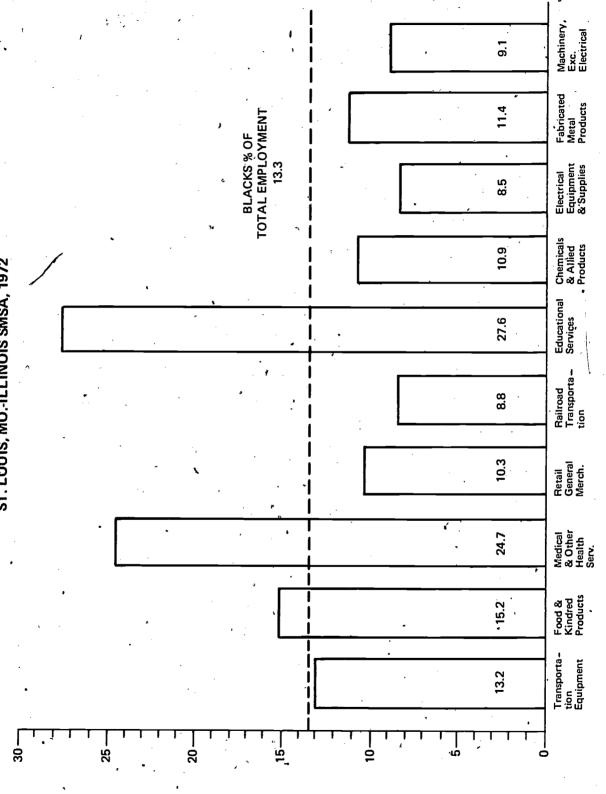
KORKERS

×1.0000	TOTAL	TRAN	SPORTATION OFFICE	TRANSPORTATION EQUIPMENT		SALES	4 OFF				•	SERVICE	
GROUP EFPLOYMENT	9 . 7 32	TUT AL 24,962	MGR S	PROF 8.669	16CH 3.513	HKRS . 214	CLER 5,808	10TAL 33,701	CRAFT 11,202	OPER 21, 135	1,364	LORKERS 1,069	
MHO MERFT	60	15.1	1:4	3.2	•	· •	55.5	3.9	2.3	1:4	5.2	1.91	•
BLACK P	13.2	•	2.2	2.6		•	3. 5		7.	• • • • • • • • • • • • • • • • • • • •		7.	
SSA	•	ŗ.	•	•	است ا	•		:	2		-		
ASIAN ANEK INDIAN	Y 15		¥,6		۲.	:	٠.	7.	•	-			
			AND KINDRED	KED PRODUCTS									
24.00	10101	3		,	•	SALES	OFF					SERVICE	
LNEXT CARR DISCOLL	TARK	TOTAL	AGR.	PRCF	TECH	HKRS	CLER	TOTAL	CRAFT	0.0	LAB	MORKERS	
	35,870	13,623	3.893	1,316	1	3,563	4,187	20,170	4,197	8, 794	91519		
MHO WERE!	;	;		•	* ***		76.2	20.5	3.9	13-1	42.5	52.2	
FEMALE 9: 45%	28.2	31.0	1 .		6.0			15.7	0.5	17.1	19.1	1.04	
SSA		1.7	1.2	1.2	9.	3.2	1.3	3.6	2.5	.		9.6	
ASIGN ANER	~	F.	٦.	:	ç.	•	۳,	~	-: -	:-	7 "	•	
INDIAN	?	•	?		٠.	?	Ţ.	:	:	:	:	:	
		#601	CAL+OTHER	HEALTH SERVICES	VICES					÷			
VUSTITA	TOTAL		OFFCS			SALES	OFF	•			•	SERVICE	•.
GROUP EMPLO	EMPLCYMENT	TOTAL	AL MGRS	PROF	TECH	MKRS	CLER	TOTAL	CRAFT	OPER		MURACHS	
	30,404	17,548	1.786		4,523	ć	4.543	11.24	• 66	5	}		
MAC MERES	79.8	13.6	57.42	65.6	83.5	0.0	95.0	30.6	1.5	45.6	26.6	7.5	
	7.4.7	14.4	•	0.9	32.0	14.5	12.1	71.I	9	23.5	39.1		
SSA	s.	•	•	0.1	•		m.,	?		•		¥ F	
ASTAN ANER	•	I.3	₹-	2.4	• -	18.2		. 6:		3:1	: ·:		
i !		1											
		RETA	RETAIL GENERAL	L. MERCHANDISE	ise		į				•	SEVICE	
-	TOT AL		+ OFFCS		3	SALES		TOTAL	CRAFT	OPER	LAB	HORKERS	
GROUP EMPLI	CYMENT 26.885	101AL 20,978	2 4936	189	173	13,558	4.120	2,707	769	1,123	763	3,200	
MHO MERE:			,	•				34.6	25.1	55.0	16.3	57.4	
FEMALE	69		9.5	9-1	4.7.	1.7.	•	13.5	1.1	15.4	. 14.9	26.5	
\$ \$4 \$5	7	~	7.	٠.		Ξ.		4	•	٠,	ű.	-:-	
ASIAN ANER		-:	•	s.		₹.	-:	~	•	:	· -	•	
INDIAN		,	:				•				:	:	
					,	'a	a						
		FAIL	LRDAD TRAN	RAILRDAD TRANSPORTATION		SALES	OFF					SERVICE	
GROUP EMPL	FIFTCYMENT	TOTAL	S SSE	PACIF	TECH	HKRS	CLER	TOTAL	CRAFT	OPER	LAB,	WORKERS	
	26.765	7.458	1,492	164	152 .	348	4,876					,	
MAD MERE:	•	1 12		6,3	5.4	•	31.2	:			•	2.8	
F1 AL E		7.7		•	;	•	3.0	10.8	3.7	e .	37.6	50,7	
SSA	, .	1	•	•	1.6	2.3	6-1	4.1	2.8	1.6	15.1	7.7	
ASIAN ARER		7.					:			-:		•	
NA I DA													

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		Ē	FOLICATIONAL	Suutrés			•			•		
AINDRITY TUEST	-11,4 1. LOY#E\T	TUTAL	FFC S FFC S	PRUF	TECH	SALES	OFF	TOTAL	CRAFT	0 9 6 8		SERVICE
C- BHO MERE:	24.667	16.740	7 6 5	11,359	1.067		3,267	1.199	464	240	400	6.728
FEFALF	. 48.1	59.1	30.6	52.9	60.5	55.	92.2	6.9	•	12.5	0	2 4 5
BLACK	27.6	27.1	14.7	30.4	24.3	2.3	20.5	17.4	0.0	36.8	16.5	30.
254	•	•	•	- :	٠. ١			•	•	•	2.0	
INDIAN	:	:	·	3	;	2.3	•	•			•	:
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MINGELTY	TOTAL		OFFICE	ALL 150 PR	2	29 162	9		**			
GROUP EMP	EMPL CYMENT	TOTAL	HGRS	PROF	TECH	HKRS		TOTAL	CRAFT	OPER	1.48	MORKERS
. 1000	50.02	10,310	3.095	2,337	ī.	1,103	2, 794	800.6	2,369	5,069	1.450	169
FEMALE	23.0	7.92	7.7	4.5	14.1	4	4	•	-		;	,
BLACK	10.9	3.6	1.6	1.2				17.0		5.5	41.4	2 4 4
SSA	•	•		·.	~							;
ASIAN ARER	•	s.	•	1.7				~		۳.	: -:	4
NA LON	•	:	:		-	.2.		∹	•	₹.		₹
•				4					•			
AL COUNTR	101	2	CLECIRICAL CAUIPPENI +SUPPLIES	JEFFERI +SL	PPLIES							1
GROUP FIND	FMPI CYMENT	TOTAL	200	2048	1	24.0				. 6		SERVICE
	20,015	8, 514	2.046	1.621	1.481	377	. 000.	11.175	CRAFI	JOE A	1 A B	MCRKERS
* NHO WERF:	; ;				:	;			21.17			95
FEMALE	. 5. 1¢	28.1	7:4	# (2.5	5.9	72.3	34.5	4.0	48.5	19.6	17.8
SSA	•	,	**	0.0	3.0	:: ,	·	∵	E .	13.6		30.4
ASIAH ANER	: `:			2.1			•	r.	٠.	e.	•	
INDIAN	•		?		;	٠,	: -:	•	7.	:		45
				,							٠	
9	`	FAB	FABRICATED METAL	AL PRODUCTS	'n			-				
>	10 TOT 41.0		OF FC S			SALES	140	•			•	SERVICE
CAUDE CHEN	16.741	101AL	1.433	10.4	TECH	NKRS N24	CLER	TOTAL	CRAFT	0068	LAB	MCRKERS
* MHO WERE:				•	:	;	:		7.15		104.5	683
FEMALE	12.1	23.9	5. 0	•••	6.4	1.5	65.0	7.0	1.9	:	17.2	12.8
BLACK	•	5. 6	<u>.</u>	•	9.6		\$. \$	13.9	9.4	17.1	50.9	27.2
ASIAN ARER	-		•	,	; <u>-</u>		•		ŗ.	7.1	۳.	1.7
INDIAN	::	:		2	:	:	::	-	: ?	::	:	•
	•	MACF	11NERY, EŻC	. ELECTRICAL	4							
_	TOTAL		UFFCS			SALES	940					SERVICE
GROUP EFF	EMPLOYMENT	TOTAL	AL YGRS	PROF	TECH	EK P S	CLER	TOTAL	CRAFT	OPER	LAB	WORKERS
4 MHO WERF:	13, 324	• 10	190.1	248	627	143	1,555	9.452	3,339	4.113	1,300	=
FEMALE	71.7	27.5	•	•		-	.;	•	•	;	•	•
BLACK			; •						: ;	1.67		•
5 S.A.		•		`~		:					7.7	•••
ASIAN ARER	-:	-		?	?		?	:	:	:		•
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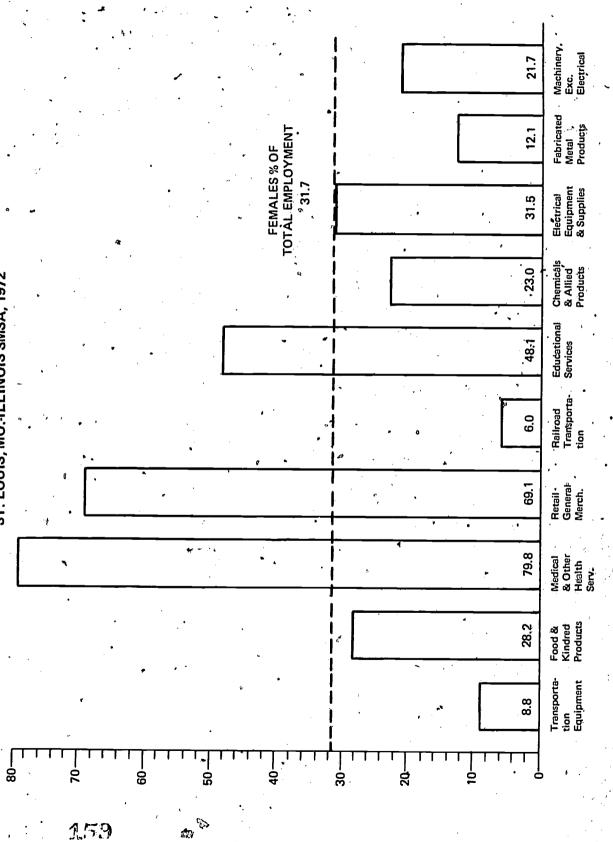
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PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE ST. LOUIS, MO.-ILLINOIS SMSA, 1972



FULL Provided by ERIC

PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE ST. LOUIS, MO.-ILLINOIS SMSA, 1972



SAN FRANCISCO-OAKLAND

Of the more than three million people living in the San Francisco-Oakland SMSA in 1972, nearly equal proportions were black and Spanish. These two groups accounted for almost one-fourth of the total population. Asian Americans comprised about five percent of the population and American Indians less than one percent. The majority of the population, 51 percent, was female.

The civilian labor force of the area in 1972 totalled almost 1.5 million. About 19 percent of this labor force were black and other races. More than one-tenth of the labor force were Spanish Americans. Females accounted for about 44 percent of the labor force.

Annual median income in 1969 for those persons 16 years and older with earnings was \$9,037 for all males, \$4,811 for all females. Spanish American-males earned \$8,090 annually, while Spanish American females earned \$4,331. Median earnings for black males were even lower; \$6,968 for black males, \$4,205 for black females.

Females of other minority groups earned even less. Filipino American women had median earnings of \$4,078; Japanese American women \$3,687; Chinese American women \$2,575; and American Indian females, \$2,674. Of the males of these various minority groups, Japanese had the highest median earnings, \$7,709. American Indian males earned \$6,175 annually; Filipino males had median income of \$5,761; Chinese males earned \$5,269.

In each of the groups cited above, the males of the group had higher earnings than the females of that same group. Yet, in those groups for which data were available, the educational attainment of males and females suggests that factors other than education are the reason for the differences in earnings for males and females of the same group. For example, all males in the SMSA 25 years and older in 1970 had completed a median of 12.6 school years compared with 12.4 school years completed by females. Black females, earning less than two-thirds of that earned by black males, had completed 11.8 years of school compared with 11.5 for black males. Spanish males and females had about the same educational attainment, 12.1; and 12.0 respectively.

Data for the remaining minority groups were available only for the total population, not by sex. The median school years completed for Japanese Americans 25 years

and older was 12.7; for Chinese Americans 12.0; for Filipino Americans 12.4; and 12.1 for American Indians. Yet, median earnings for these groups were less than other groups even though educational levels, in some cases, were higher.

These statistics on income differentials were borne out in the EEO-1 data. Minorities and women were most concentrated in the industries with low average wages and in the occupational categories noted for low monetary compensation.

Over one-half million employees were working in establishments which reported to the EEOC in 1972. The largest minority group, Spanish Surnamed Americans, comprised almost nine percent of the work force: Blacks held eight percent of the reported jobs and Asian Americans accounted for six percent. American Indians held less than one percent of the positions. The female work force comprised 36 percent of total employment.

Minorities, collectively, held disproportionate shares of the operative, laborer and service worker jobs. They held substantial proportions of the technician and office and clerical positions. Specifically, this pattern was most characteristic of the blacks and, to a lesser extent, of the Spanish Surnamed Americans. The occuapational employment of the Asian Americans, however, was quite different. These workers held a greater proportion of the white collar jobs than of the blue collar, in white collar occupations, they exceeded parity in professional, technical, and clerical jobs. However, their highest share of the nine occupational categories was in the service workers category.

More than three-fourths of the office and clerical workers were females in 1972. Women's lowest share of white collar jobs was in the managerial category where they held only 15 percent of the jobs. Although women held only 13 percent of all blue collar jobs, they held 18 percent of the operative jobs and more than one-fifth of the laborer jobs. Two-fifths of the service workers were female.

The SMSA reported work force was predominantly white collar. Sixty-two percent of the workers were white collar workers, but only 45 percent of the minorities were so classified, although 68 percent of the Asian Americans were white collar workers. More than



one half of the minority white collar workers were office and clerical workers. Only four percent of all minorities were officials and managers.

Forty percent of the minorities were blue collar workers. Thirty percent were operatives and laborers. Eight percent of the total work force were service workers, but 15 percent of the minorities were so employed.

Four-fifths of all women employed were white collar workers. More than half of all women were classified as office and clerical workers. Women held only five percent of the official and managerial positions. Eleven percent of the women were blue collar workers, more than half of whom were operatives. Nine percent of all females were service workers.

The disparities in occupational positions between Anglo males, Anglo females, minority males and minority females in the SMSA were obvious. The greatest concentration of Anglo males was in the three highest paying of the nine occupational dategories. Half of the Anglo males were managers, professionals and craftsmen. However, only one-fourth of the minority males, 17 percent of the Anglo females and nine percent of the minority females were employed in these three occupational groups. Minority males, to a greater extent. than any other group, were concentrated in operative, laborer and service jobs. Fifty-five percent of the minority males were in these occupational groups. Although about half of both Anglo and minority females were clerical workers, Anglo females were more likely than minority females to be white collar workers. Further, the proportion of minority females in blue collar and service jobs was twice the proportion of Anglo females so classified.

Employment patterns of minorities and women in the top ten industries were similar to those in the SMSA as a whole. Employment in these industries ranged from a low of 17,000 to a high of more than 37,000. These ten industries accounted for more than half of the SMSA reported employment. Only one of the top ten industries was a manufacturing industry, Food and Kindred Products.

Female employment in these industries, as a percent of total industry employment, ranged from a low of 12 percent in Electric, Gas and Sanitary Services (a high average earnings industry) to a high of 74 percent in Medical and Other Health Services (a low average earnings industry). In each of these industries, women held a greater proportion of the office and clerical jobs

than of any other occupational group. At least 70 percent up to 93 percent of the clerical work force in eight of the largest industries were female.

Although minorities, collectively, accounted for 23 percent of the SMSA work force, only half of the top ten industries employed 23 percent or more minorities. The range in minority participation was from 17 percent (in both Wholesale Trade and Electric, Gas and Sanitary Services) to 31 percent in Medical and Other Health Services. As in the SMSA as a whole, blacks were concentrated in operative, laborer and service jobs. Blacks were over-represented in service jobs in each of the ten largest industries. Similarly, Spanish Surnamed Americans were also highly visible in operative, laborer and service jobs. However, in half of the top ten industries, Spanish workers held a greater proportion of the skilled craft jobs than their ratio to total employment within the specific industry. Asian Americans, accounting for six percent of the reported employment, held 14 percent of the jobs in Banking and nine percent of the positions in Insurance Carriers. Asian Americans generally were concentrated in service, professional and technical positions. American Indians held more than one-half of one percent of the jobs in only one industry. Medical and Other Health Services. American Indians were more concentrated in craft jobs than other minorities, but like other minorities, held disproportionate shares of the operative jobs. However, in eight of the top ten industries, American Indians exceeded parity in skilled craft jobs. *

Although the occupational patterns of minorities and women were discouraging in 1972, these patterns still represent positive change since 1970. Between 1970 and 1972, reported employment dropped six percent, but minority and female employed declined more slowly. Minority employment declined less than one percent and female employment went down four percent. However, the number of Spanish Surnamed Americans and Asian Americans reported increased between 1970 and 1972.

Employment declined in all but three occupational categories: officials, and managers, professionals and technicians. However, minority employment increased in each of the white collar occupations and in skilled craft jobs. Female employment increased in all white collar occupational groups except office and clerical. In addition, female employment in skilled craft jobs also increased.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE SAN FRANCISCO - OAKLAND, CALIF., SMSA — 1972

Occupational Group	Anglo Males	Minority Males	Angla Females	Minority Females
All Occurations	• .	•	•	
All Occupations	100.0	.100.0 ،	100.0	100.0
White Collar	58.2	30.1	83.8	68.4
Officials and Managers	17.0	4.8	5.4	2.2
Professionals	, 16.4	6.0	10.2	5.7
Technicians	6.4	4.7	3.6	4.9
Sales Workers	9.8	4.4	11.2	5.5
Office and Clerical	8.5	10.2	53.4	50.2
	i . •	k	•	
Blue Collar	37.1	54.0′	9.2	17.7
Craftsmen	17.4	14.7	1.2	1,3
Operatives	15.1	24.5	5.6	10.6
Laborers	4.6	14.9	2.3	5.8
Service Workers	4.7	15.8	,	13.9



PARTICIPATION BATES AND OCCUPATIONAL DISTRIBUTIONS OF HACK DICHOTERS, 1970, 1971, AND 1972

		1						,	
SAP FRANCISCE-CARLANE, CALIF				MISA.	ARTICIEATICA RATES	1	CCCUPATIC	1510 144	SULICE
	0251	1441	2121	1570.	गरा	, 2151	ग्रहा	1751	2251
TCTAL EPELCYEES,	540,588	\$28,524	509,756	8-9		7	100,0	100.0	100.0
CAPITE CCLLAP	316,723	328,111	216,174	5.3	si é si é	5.8	4 35.3	40-7	42.3
PACF (#SIGNALS	60, 647	65,185	62,594	2.0	7,0	7.7	2.5	9.7	O =
TECHNICIANS	26,549	261 162	26.678	3.6	7-7	7.0	4.2	5-1	
CEFICE AND CIRCULAR PORTEON	47,543	43,945	46,070	6.4	20.0	- S	4	6.5	5.3
	CD7 66 77	6764767	7545343		7 B .	o •	21.7	24.6	24.9
BILE CCLLAR X	167,684	160,547	154,275	11.6	11.1	10.0	40.5	404	30.6
CAAFISHEN	66,230	62,202	57,464	5.5	5.3	5.5	6.0	- N	4.4
CPERTINES	77,278	545.89	865.89	12-4	12.7	12.2	20-0	19.5	19.4
LACLRERS	30, 176	25,396	28,213	21.7	19-6	19-1	13.7	13.1	11.9
SERVICE MCAKERS	56,561	35, 866	39,307	20.6	20.6	20.5	24.3	18.7	13-1

SCHURGES EQUAL EMPLOYMENT CPPGATURITY CCPMISSICN. EEC-1 REPORTS, 1970, 1971, AND 1572.

PARTICIPATION MATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE ENGLOYEES, 1970, 1971, AND 1972

SAN FRANCISCC-CARLANC, CALIF				MITAL!	PARTICIFATICA TAJES	185	TIVAN393	CCCUPATICNAL DISTRIBUTION	TEUTION.
	1970	1441	1572	वंश	1251	्टाडा	0261	ग्रहा	7751
TOTAL EPFLCYEES	546,988	528,524	509,75e	35.2	35.0	35.6	100.0	100.0	100-0
MYTE CCLLAR	316,723	328, 111	216,174	***	45.3	9.9	74.6	80°	73.0
PACFESSIONALS	60.647	65, 169	62,954	22.9	22.9	26.3	- C	7	*
TECHNICATES	26,549	29, 192	26.878	24.0	24.0	26.7		*	6.6
CFFICE AND CLERICAL NORMERS	125,283	131,419	124,545	15.6	38.9	38.5	51.4	54.6	4.5 5.55
eluf CCLLAR	167,484	160,547	154.275	. 19.3	12.0	13.4		9	
CRAFISSER	60,230	62,202	57,464	7.6	2.9	•		70	
CANDERSO	30,176	68,949 25,396	68,598 28,213	2028	17.5	20.9	7.E	2.8	3.2
SERVICE MCRKEAS	56, 581	39,846	39,207	45.5	42.2	6°04	13.7	1. 8.1	3

SOURCE: EGUAL EMPLOYMENT GPPCATUNITY CCPAISSICM, EEC-1 REPGRIS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTION OF SPANISH STRANGED ENGLOTIES, 1970, 1971, AND 1972

SAN FRANCISCO-CAKLAND, CALIF	•				PARTICI	PARTICIPATION RATES	LIES	DITENDO	OCCUPATIONAL OISTRIBUTION	TENTION	· . ·
	1970	1971	1972	7	0251	1251	72.51	0251	1251	,2251	
TOTAL EMPLOYEES	540,988	528,524	509, 756		7.9	8.3	5.5	100-0	100.0	100-0	٠, ٠
WHITE COLLAR	316, 723	328,111	316,174		4.2	6.5	* n	31.6	33.6	325	. '
PROFESSIONALS	60,847	69, 189	62,994		2-1	0.2	2-2		3.2	3.5	•
TECHNICIANS	26, 549	29, 192	26,878		6.0	;	2.1	3.1	4.3.2	3-2	
SALES WORKEAS	47,943	43,945	45,070		3.4	3.8 5.7	# S	10.9	3.6	73	
בותב כמודש	167,684	160,547	154,275		4:1	14.7	15.4	55.6	24.1	24.7	
OPERATIVES	32.05 57.75	68,949 29,396	57,464 68,598 28,213		15.3 22.5	241	7.1.5. 24.5 24.5	27°8	12.3 25.6 16.2	25.21 15.9	
SERVICE NORKERS	56,581	39, 866	39,307		9.6	13.3	13.7	. 12.8	12.1	12.4	-

SOUNCE: EQUAL EMPLOYMENT OPPORTUNITY COMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION LAIRS AND OCCUPATIONAL DISTRIBUTIONS OF ASLAM AND MATCH DEFICITES, 1970, 1971, AND 1972

SAN FRANCISCO-DAKLAND, CALIF				eastic	PASŤICIPATION RATES ⁽	ATES 🌯	1117 a1530	CCIPATIONAL DISTRIBUTION	KOLINA
•	1970	1261	, 2261	0251	1251	यहा	व्यज्ञ	1261	2751
TOTAL EMPLOYEES	540,988	528,524	\$09,756	4.8	5.3	5.8	100.0	100.0	100.0
WHITE COLLAR	316,723	328, 111 54, 366	316,174	5.3	8 4	6.3	- 66	68.3) []
PROFESSIONALS	60, 847	69, 189	36.23	5.3	9.0	9	12.5	13.6	13.0
SALES WORKERS	47,943	43,945	45.070	. 2.9	4 m	6.4 4.6	* * *	~ ·	7 F
OFFICE AND CLERICAL WORKERS	129, 283	131,419	124,945 .	7.3	0.0	9.1	36.3	37.9	38.9
BLUE COLLAR	167,684	160,547	154,273	3.2	. W.	3.5	20.9	17.6	18.3
OPERATIVES	77,278	29,396	68,598	7 000				8.4	9.6
SERVICE CHOCKERS	56, 581	39.866	39,307	9.9	6.6	10-1	14.4	14:1	, 9.EI

SOURCE: EQUAL EMPLOYMENT OPPORTIMITY COMMISSION, EED-1 REPORTS, 1970, 1971, AND 1972.



SAN FRANCISCO-CAKLAND, CALIF				JII WY G	ARTICIPATION R	v Sal	DCCUPALL	CCUPATIONAL DISTRIBUTION	LEUTION
	1970	161	2191	0261	ं असी	. য়েছা	व्यक्त	1251	ध्यक
TOTAL EMPLOYEES	540,988	528, 524	509,756	0.0	0.4	0.	100.0	100.0	100.0
CEFFICIALS AND MANAGERS	316, 723	328,111	316,174	6.0	90	E 6	39.5	1.2.	***
PROFESSIONALS	60.847	691	62,994	200	7.	2.0	, n		- K
SALES WORKERS	47,943	43,945	46,070 124,945	000	000	0 N M	19.0	19.5	- 4 61 0 2 8 8
ELUE COLLAR CALTATARN CALTATARN CALTATARN CALTAN CA	167,664 60,230 77,278 30,176	160,547 62,202 65,949 29,396	154,275 57,464 68,598 28,213	0000	77.00	7 9 7 9	46.2 20.9 7.4	46.4 18.4 21.1 6.8	46.5 16.9 21.4 8.2
SERVICE MUNKERS	56,581	39,866	39,307	9.0	0.1	5.0	14.3	11.6	9.1

SOURCE! EQUAL EMPLOYMENT OPPORTUNITY COMISSION, EEG-1 REPORTS, 1970, 1971, AND 1972.

Ya In

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE SAN FRANCISCO-CARTOND, CALIFORNIA, SASA

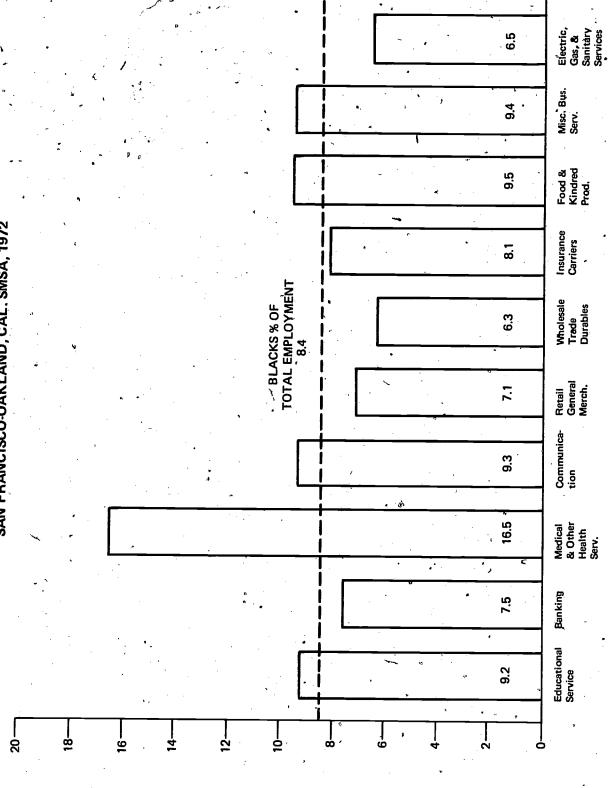
Compared		•											
Out Februaries 10741 1075 14450 1160	HINDRITY	101	8		SERVICES		2 2 1 4 2	Ü				•	
1. 1. 1. 1. 1. 1. 1. 1.	GROUP EMP	LOYMENT	TOTAL	MGRS	PROF	TECH	MKRS	C. ER.	TOTAL	CRAFT	9180	* •	SERVICE
Marie Mari		37,431	32,515	1,225	16,504	151.5	. 27	9, 608	2,323	1,365	329	629	2,593
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	FEMALE	37.0	39.2	A.F.C.	3 46	* **	•		:		1	• ;	
MANAMER 1,5	BLACK	7.5	1 2							•	•	27.7	33.9
Mark 6.7 6.9 2.9 6.7 5.6 7.5 6.7 6.4 6.5 7.5	SSA		3.1	2.0	1.5			7.4		•	0.4	9-21	38.3
Main	ASIAN AMER		6.9	2.9	6.7	9.0	*	•	7 6				•
Out Communication Commun	INDIAN		m	₹.	••	*	!	5	E.	7	•		•
SALES OPE TOTAL OPEN TOTAL OPEN TOTAL OPEN OPEN TOTAL OPEN		,		,		•		6					
State Stat	7		. a	₹	٠,	•		•			*		,
Continue	TINOMITA COCHE ENDI	TOTAL		OFFCS			SALES	OFF.	,	. 4			SERVICE
Marker M	מעתמי באוני	L CYMEN I	101AL *	NGR V		TECH	EKRS	CLER	TOTAL	CRAFT	OPER	LAI	WORKERS
MICHAEL 1-0	K MHO WERE:		*	200		•	•	21,018	2,035	192	1,266	•	274
MIRE 14-6 6-4 5-5 5-1 9-1 11-5 17-7 5-1 11-5 5-1 5-1 5-1 17-7 5-1 17-1 17-1 17-	FEMALE	60.2	62.2	18.6	4.41	94.1		. 0	,				
MEDICAL-CTHER HEALTH SERVICES 11.0 17.7 11.0 22.0 12.55 11.0 17.7 11.0 22.0 12.55 11.0 17.7 11.0 22.0 12.55	BLACK	7.5	7.2	-	1.9				0.0		0.5	12.5	94.
Head	SSA	9.9	•	3.0	2.3	3.1		7					•
TOTAL PROTOCAL-CTHER HEALTH SERVICES 34.ES OFF TOTAL CRAFT OPER LAB WO PER LA	ASTAN AMER	4.4.	14.0	4.5	2.1		11.3	17.7	20.1		22.0		•
FOTAL	NW ON	∹	•	: :	•			•		:		12.5	,
FOTAL PROTCAL+CTHER HEALTH SERVICES SALES OFF TOTAL OFFCS SALES OFF TOTAL OFFCS SALES OFF TOTAL OFFCS OFF TOTAL OFFCS OFF TOTAL OFFCS OFF TOTAL OFFCS OFF			-1						. ,				
FULLYWENT TOTAL OFFCS 10,050 3,110 12,050 11,10 12,10			MEO	ICAL + CT HER	_	RVICES			**				
FUNLOWNENT TOTAL NGAS PROF TECH WRRS CLER TOTAL CRAFT OPER LAB 18-5		TOTAL		OFFCS			SALES	366		•	. ,		2017.000
TOTAL TOTA	Ĭ	OYMENT	TOTAL	MGRS	PROF	TECH	MARS	CLER	TOTAL	CRAFT	OPER	•	LOSKED
18-5 77-1 48-9 77-8 70-5 55-8 90-0 44-1 31-9 54-0 39-8	- 1	31,142	-21,385	2.085	10,055	3,179	172	5, 894	1,625	552	518	254	0.132
	FEMALE	73.6	177.		* **	200				*			
FULL	BLACK	16.5	9.5							31.9	0 %		70.3
TOTAL COMMUNICATION SALES G.D. G.D	SSA	•		2.1	3.2	1,5		7		P C	•	13.0	7.
TOTAL TOTAL COMMUNICATION	ASSAM GARR	7	1		9.6			0	1.6			200	
TOTAL COMMUNICATION SALES - OFF TOTAL CRAFT OPER LAB SALES - OFF TOTAL HRRS PROF TECH WAS CLER TOTAL CRAFT OPER LAB S1-8 65-3 39-1 21-6 16-9 14-2 5-70 5-70 5-70 5-70 5-70 15-8 1-70-70 1-8 1-8 1-8 1-8 1-8 1-8 1-8 1-8 1-8 1-8	INDIAN	Ģ `	•	•	S.	•		9.	1.5	2-0	7.	7	
TOTAL COMMUNICATION SALES - OFF TOTAL CRAFT OPER LAB 28,710 22,292 3,712 3,821 1,179 983 12,572 6,062 5,706 355 11 51.99 6,062 5,706 355 11 51.99 6,062 5,706 355 11 51.99 6,062 5,706 355 11 51.99 6,062 5,706 355 11 5.99 6,062 5,706 355 11 5.99 6,062 5,706 355 11 5.99 6,062 5,706 355 11 5.99 6,062 5,706 355 11 5.99 6,09 3,009 5,722 3,009 6,09 1,012 1,459 6,09 1,012 1,459 6,09 1,012 15,19 6,09 1,009 1				,									
EFFICYMENT TOTAL WORS PROF TECH WARS CLEF TOTAL CRAFT OPER LAB 1E: 28,710 22,292 3,712 3,812 1,179 983 12,592 6,062 5,706 355 1.8	VITAGORI	TOTAL		CONTCATION	,							-	
28,710 22.242 3,712 3,021 1,179 983 12,552 0,002 5,706 555 118 51.6 65.3 39.1 21.6 16.9 41.2 1 92.8 1.8 1.7 2.8 10.0 3.9 2.9 5.6 5.9 6.0 2 5.7 5.3 13.5 5.9 10.0 3.9 2.9 5.6 5.9 6.0 5.7 5.3 13.5 5.9 13.5 5.9 10.0 3.9 2.9 1.0 6.0 3.9 3.1 1.0 6.0 3.0 3.4 3.0 9.9 9.9 1.0 6.0 3.9 3.1 1.0 1.0 6.0 3.9 3.1 1.0 1.0 6.0 3.9 3.1 1.0 1.0 6.0 3.9 1.0 6.0 3.9 1.0 6.0 1.0 6.0 3.9 1.0 6.0 1.0 6.	GROUP EMPL	CYMENT	TOTAL	MGRS		TECH	SALES		10101			:	SERVICE
AMER 51.4 65.3 39.1 21.6 16.9 41.2 192.0 1.8 1.7 2.8 9.9 10.0 3.9 2.9 2.9 5.6 5.9 14.6 5.7 5.3 13.5 13.5 10.0 3.9 2.9 2.9 14.6 5.1 4.0 8.5 13.5 13.5 13.5 13.5 13.5 13.5 13.5 13	,	24,710	22,25	3,712		1.179		12,592	6.062	5.706	2 2 3 3 3 3	: -	MURKERS
ANEN 5.0 45 5.3 5.4 12.6 10.9 41.2 72.8 1.8 1.7 2.8 4.6 4.6 4.4 2.3 12.5 5.6 4.2 5.1 4.9 1.0 1.7 2.8 4.6 5.1 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1	LHO WERE:		. ,		1				;		`	•	
AMER 5-1 5-4 1-8 1-6 3-3 1-5 5-7 5-3 13-5 5-7 5-7 5-7 5-7 5-7 5-7 5-7 5-7 5-7 5	N ACK			1.66	·	6.91	41.2	95.8	:	1.7	7.		39.3
AMER 5:1 5.4 1.8 1.6 5.5 3.4 3.0 5.5 5.6 5.6 5.6 5.6 5.6 5.6 5.6 5.6 5.6	SSA		*	5.3			,			e .	13.5		28.9
TOTAL 3 RETAIL GENERAL MERCHANDISE SALES OF TOTAL CRAFT OPER LAB S6.20 22.640 3,592 265 111 12.950 5,722 3,266 699 1,112 1,455 NET 69.1 76.3 45.9 55.8 12.6 79.6 89.9 32.3 14.0 45.5 31.1 5.8 3.4 3.0 2.7 4.9 7.6 11.3 6.6 10.0 15.1 AMER'S 5.0 45 5.2 3.6 5.9 1.0.2 15.1 5.8 3.4 3.0 2.7 4.9 7.6 12.6 11.0 10.2 15.1 5.0 6.9 10.2 15.1 5.0 6.9 10.2 15.1 5.0 6.9 10.2 15.1 5.0 6.9 10.2 15.1 5.0 6.9 10.2 15.1 5.0 6.9 10.2 15.1 5.0 6.9 10.2 15.1 5.0 6.9 10.2 15.1 5.0 6.9 10.2 15.1 5.0 6.9 10.2 15.1 5.0 6.9 10.2 15.1 5.0 6.9 10.2 15.1 5.0 6.9 10.2 15.1 5.0 6.9 10.2 15.1 5.0 6.9 10.2 10.2 15.1 5.0 6.9 10.2 10.2 10.2 15.1 5.0 6.9 10.2 10.2 10.2 10.2 10.2 10.2 10.2 10.2	ASTAM ANES	5.1	5.4			e e	9-1		1.6		•		
TOTAL "RETAIL GENERAL MERCHANDISE SALES OFF" TOTAL CRAFT OPER LAB 28.280 22.640 3.592 265 111 12.950 5.722 3.266 699 1.112 1.455 8.722 3.266 699 1.112 1.455 8.72 3.266 699 1.112 1.455 8.72 3.266 699 1.112 1.455 8.72 3.266 699 1.112 1.455 8.72 3.266 699 1.112 1.455 8.72 3.266 6.72 3.266 6.72 3.266 6.72 3.266 6.72 3.266 7.72 3.72 3.72 3.72 3.72 3.72 3.72 3.72	MOTAN	r.	*				~	*	•		•		
TOTAL 2" RÉTAIL GENERAL MERCHANDISE SALES OFF LAB LECKNENT TOTAL CRAFT OPER LAB LECKNENT TOTAL CRAFT OPER LAB LECKNENT TOTAL CRAFT OPER LAB RE: 28-280 22.640 3,592 265 111 12,950 5,722 3,266 699 1,112 1,455 RE: 69-1 76-3 65-5 111 5,8 3-4 1.9 6.3 6,4 11.3 6.6 10.0 14.0 6.3 3.4 1.9 6.3 6.4 11.3 6.6 10.0 14.0 6.3 5.3 3.4 1.9 7.6 12.6 11.3 6.6 10.0 14.0 6.5 2.0 6.7 6.9 7.6 12.6 11.3 6.6 10.0 14.0 15.1 16.0 16.0 16.0 16.0 16.0 16.0 16.0 16	•								; ;	} -	:		
TOTAL 3" UFFCS PAGE TECH WARS CLER TOTAL CRAFT OPER LAB EMPLCYMENT TOTAL MGRS PROF TECH WARS CLER TOTAL CRAFT OPER LAB EN 200 22.640 3.992 245 1.11 12.950 5.722 3.246 6.99 1.112 1.455 RE: 09.1 76.3 45.9 55.8 12.4 79.6 89.9 32.3 14.0 45.5 31.1 6.8 5.3 3.4 1.9 6.3 6.4 11.3 6.4 10.0 14.0 6.8 5.3 3.4 3.0 2.7 4.9 7.4 12.4 10.2 15.1 AMER: 5.0 4.5 2.6 7.7.5 2.7 3.7 7.4 7.3 4.9 4.9 10.4	,		RETA	_	1 MERCHAND	1158			•				
EMPLEYMENT TOTAL MGAS PROF TECH WARS CLER TOTAL CRAFT OPER LAB 20.280 22-640 3,592 265 111 12,550 5,722 3,266 699 1,112 1,455 E 69.1 76.3 65.9 12.6 79.6 89.9 32.3 14.0 45.9 31.1 7.1 5.8 3.4 1.9 6.3 6.4 11.3 6.6 10.0 15.1 AMER: 5.0 4.5 2.7 4.9 7.6 12.6 11.0 15.1 N. 7.5 2.7 7.4 7.4 7.5 10.2 15.1		TOTAL	g 6	י		:	SALES	OFF	į				201712
28-280 22-640 3-592 265 111 12-950 5-722 3-266 699 1-112 1-455 69-1 76-3 45-9 55-8 12-6 79-6 89-9 32-3 14-0 45-5 31-1 7-1 5-8 5-4 1-9 6-3 6-4 11-3 6-6 10-8 14-0 6-8 5-3 3-4 3-0 2-7 4-9 7-6 12-6 11-6 11-7 11-7 11-7 11-7 11-7 11-7 11	E E	CYMENT	TOTAL	MGRS	PROF	TECH	EK S	CLER	TOTAL	CRAFT	2540	•	NOON BEEN
69-1 76-3 45-9 55-8 12-6 79-6 89-9 32-3 14-0 45-5 31-1 71-5 5-8 5-3 5-4 11-3 6-6 10-8 14-0 14-0 14-0 14-0 14-0 14-0 14-0 14-0		28.280	22.640	3,592	592	111	12,950	5,722	3,266	669	1,112	1.455	2.374
7.1 5.8 3.4 1.9 6.3 6.2 6.4 11.3 6.6 10.0 15.0 15.0 15.0 15.0 15.0 15.0 15.0			,					1					; ;
4.0 5.1 5.4 5.0 2.7 5.4 7.6 11.4 10.2 15.1 7.4 7.5 5.0 4.5 6.6 10.6 10.6 10.6 10.6 10.6 10.6 10.6	7 CABLE				• · ·	12.6	79.6	6.6	32.3		45.5	31.1	50.9
IER 5.0 4.5 2.6 77.5 2.7 3.7 7.4 7.3 4.9 4.0 10.4				•			~	9.9	11.3	•	10.	0.41	14.2
10.4	ASTAN ANDRO			•	9 (,			12.6	11.4	10.2	13.1	12.6
	MOTAN	?	; -	-			•	:	2	•	•	10.4	2

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEX, INDUSTRIES IN THE SAN FRANCISCO-ONLAND, CALIFORNIA, SNSA (Care,)

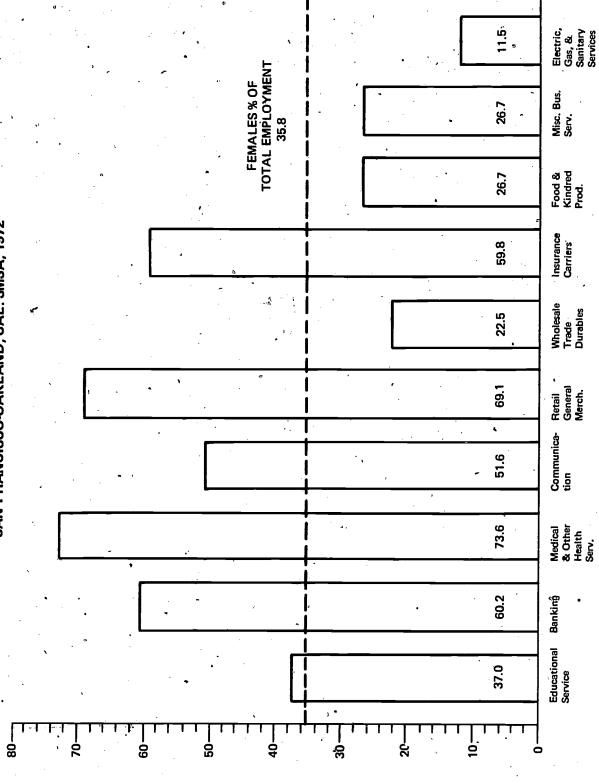
10.00 10.0	Fig. 1974 1974 1965 1966 1974 6751 67		₫	WHOLESALE IMAUF OFFCS	OFFCS			140	S	95					SEXVICE
FEE S2.5 S7.6 4.0 11.5	Fig. 22.5 27.6 4.0 11.5 4.3 5.3 71.6 10.6 11.7 7.16 1.5 7.3 7.5	Ē		OTAL - 234	3.4.2	PROF 1.201	TECH 1.348	. ¥	20	CLER 6.050	TOTAL 7,563	CRAFT 2,186	2,870	2,507	MORKERS 844
SE SE SE SE SE SE SE SE	The color of the							}	ŗ.		•			•	
NERR 3-9 1-3 2-4	Column C	·		27.0	•••	11.5	6.4		-	71.6	10.0	1.7	7.0	22-1	14.7
FOTAL				3.9	1.3	7.7	6.4			5.0	9.11	5.2	m ;	17.7	12.3
INSURANCE CARRIERS 1.9	Fig. 1			3.5		*:	۲. ۲.	~ 1		•	5 .	***	•		
FOTAL	TOTAL TOTAL TOTAL TOTAL CARATERS TECH WAS CLUER TOTAL CARAT COPER TOTAL CARAT CARAT CARAT COPER TOTAL CARAT CARA			*	7.7	;		•	٠,	•	;	•••	•	•	,
FOTAL INSURANCE CARRIERS FOTAL INSURANCE CARRIERS FOTAL INGRE IN	FINGUMENT TOTAL OFFICE TECH WARS CLER TOTAL CAAFT OPEN			?	?		:		•	•	•	:		•	•
FOT ALL TOTAL MASS PROFE STATES STATE	FOOD AND KINGRED PRODUCTS											:		4	
ENPLOYMENT TOTAL WGRS PROF S1, 944 21, 387 3, 936 25, 28 27 3, 94 2, 94	Fig. 10 Fig.			INSUK	ANCE CARR	LERS		:		,	٠		•		SERVICE
S9-8 40-3 20-8 25-2 25-4		1			2012	904	71.04	į 1		1	TOTAL	TBART	. 44	-	MORKERS
Food and Kindred Products Food and a contact Food and a con	FOR AND KINDRED PRODUCTS FOR AND STATES FOR AND STATES FOR AND KINDRED PRODUCTS FOR AND KIND	Ē,			3.036	2.536	2.72	S		1.557	272	240	35	ļ	305
FOR A STATE OF A STATE	Second S										1	:			
S	MIRE 9.4 9.4 2.5 4.3 7.4 7.5 10.6 10.1 5.5 4.2 15.6 10.1 5.5 4.2 15.6 10.1 5.5 5.2 5.4 10.1 5.5 5.4 5.4 10.1 5.5 5.4 5			60.3	20.0	25.2	49.5	_	,	0.00	•••	73.3	28.1	n	14.0
FOOD AND KINGREG PRODUCTS S.	FORTIL FORTIN FORTIL FORTIN FORTIL FORTIN FORTIL FORTIL FORTIN F			•••	3,3	2.7	5.7	9	•	10-1	5.5	4.2	15.6	Ö	19.3
FOOD AND KINDRED PRODUCTS FOOD AND AND AND AND AND AND AND AND AND AN	FOOD AND KINGRED PRODUCTS SALES OFF TOTAL CRAFT OPER			5.7	5.5	7.4	m •		•	•	2.6	7.5		. 1	25.
FOOD AND KINDRED PRODUCTS EMPLOYMENT TOTAL OFFCS EMPLOYMENT TOTAL OFFCS EMPLOYMENT TOTAL OFFCS INER 2.0 3.0 1.4 6.1 2.2 1.5 2.2 1.	FOOD AND KINDRED PACIDUCTS TOTAL TO			4.4	5.5	m 1	-	•	• ·	13.4	5.4	5. 2	1.	8,	1.21
FOOD AND KINDRED PRODUCTS EMPLOYNENT TOTAL NGRS PROF 24.172 A.30 2.287 1.002 17.5 4.3 1.7 2.2 17.5 4.3 1.7 2.2 17.5 4.3 1.7 2.2 17.5 4.3 1.7 2.2 17.5 4.3 1.7 2.2 17.5 4.3 1.7 2.2 17.5 4.3 1.7 2.2 17.5 4.3 1.7 2.2 18.1 1.4 6.1 18.3 19 1.4 6.1 18.3 19 1.4 6.1 18.3 19 1.4 6.1 18.4 6.1 1.9 18.5 1.9 1.9 18.6 1.9 19.6 4.5 1.9 19.7 1.0 10.6 5.3 1.9 10.7 1.0 1	FOOD AND KINDRED PRODUCTS			ń.	Y	•	•	,	•	•	•	•			:
TOTAL OFFICE PROFESSION TO TOTAL MASS PROFESSION TO TOTAL MASS PROFESSION TO TALE MASS PART TO TALE MASS PROFESSION TO TALE MASS PROFESSION TO TALE MASS PART TO TALE MASS PAR	TOTAL TOTAL MGASS PROF TECH WERS CLER TOTAL CRAFT OPER LILES 24-56 12-23 2-4-56 12-23 2-4-56 12-23 2-4-56 12-23 2-4-56 12-23 2-4-5 2-4-5 12-23 2-4-5 2-4-5 12-23 2-4-5 2	9				100000				:. ,					
EMPLOYMENT TOTAL MGRS PROF	Fig. 1, 17, 17, 17, 17, 17, 17, 17, 17, 17,			3	ADELY SEL	-	•	SAS	2	440				,	SERVICE
HER 26.7 33.1 4.2 17.5 9.5 3.4 1.7 2.2 17.5 4.3 4.3 4.0 2.2 17.5 4.3 4.3 4.0 2.2 17.5 4.3 4.3 4.0 2.2 17.5 4.3 4.3 4.0 2.2 17.5 4.3 4.3 4.0 2.2 18.3 19.4 4.5 1.425 1.937 1.0 18.4 1.4 4.5 2.4 1.0 18.4 4.5 2.4 1.0 18.4 4.5 2.4 1.0 18.4 4.5 2.4 1.0 18.4 4.5 2.4 1.0 18.4 4.5 2.4 1.0 18.5 2.5 2.	E	i		•	N S	PROF	-	, *		CLER	TOTAL	CRAFT	OPER	Ę	MORKERS
12.5 33.1 4.2 17.5 2.2 17.5 3.6 1.7 2.2 3.6 1.7 2.2 3.6 3.6 1.7 2.2 3.6	Mark 26.7 33.1 4.2 17.5 35.6 14.8 82.4 22.9 7.8 17.2 17.2 13.9 9.5 3.0 1.4 0.5 2.2 0.1 3.3 3.3 0.4 0.1 2.0 0.4 0.5				2,287	1,002	•	2,2	12	2,456	12,231	2.497	5,622	4,112	3
EPPLCYNENT TOTAL 46.2 1.7.5 ANER 2.0 3.0 1.4 6.1 EPPLCYNENT TOTAL 46.1 18.319 16.000 1.8.25 1.937 1.1 ANER 3.3 3.7 3.0 1.0 11.4 6.5 1.9 ANER 3.3 3.7 3.0 1.0 TOTAL 45.5 1.9 TOTAL 45.5 1.9 TOTAL 45.5 1.9 EPPLCYNENT TOTAL 40.8 5.80 TOTAL 45.5 1.9 EPPLCYNENT TOTAL 40.8 5.80 TOTAL 46.5 1.9 TOTAL 46.5 1.9 TOTAL 46.5 1.9 TOTAL 46.5 1.9 EPPLCYNENT TOTAL 40.8 1.2 EPPLCYNENT TOTAL 40.8 1.	Total					. !					;	*	:	•	
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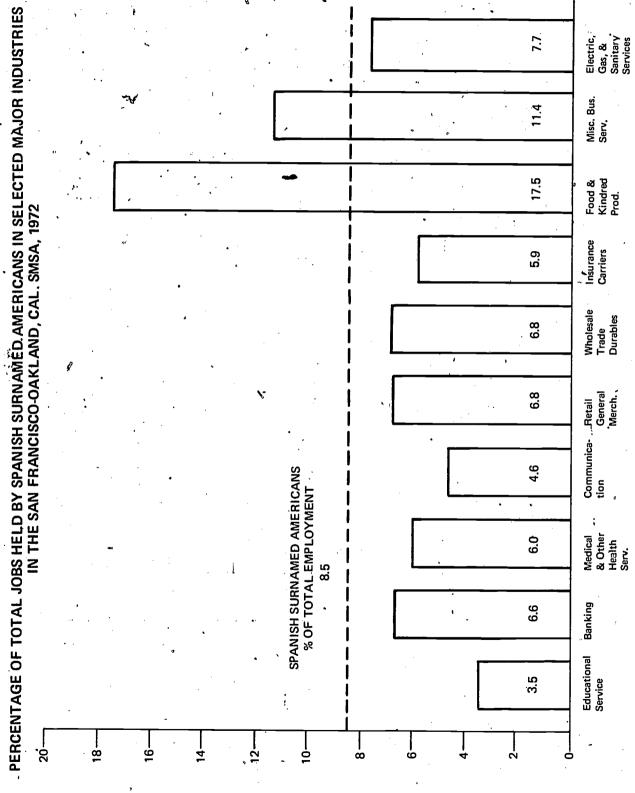
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PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE SAN FRANCISCO-OAKLAND, CAL. SMSA, 1972

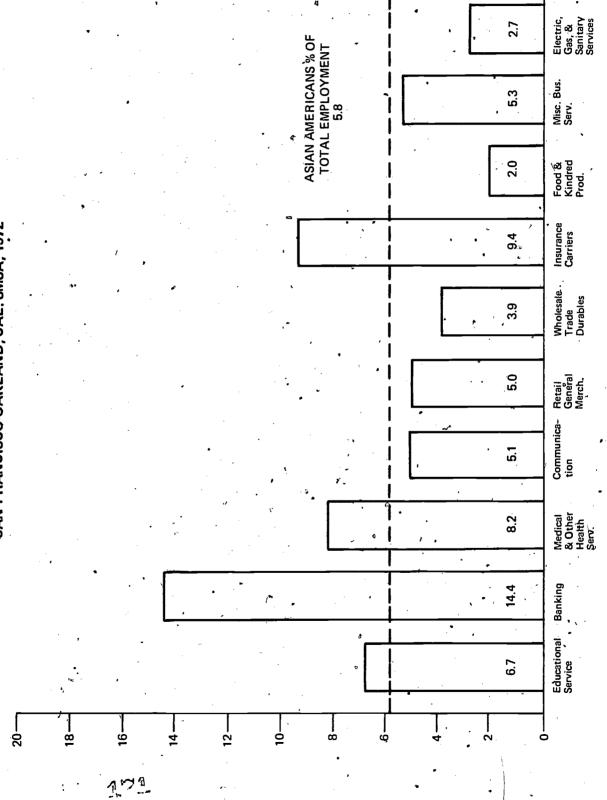


PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE SAN FRANCISCO-OAKLAND, CAL. SMSA, 1972





PERCENTAGE OF TOTAL JOBS HELD BY ASIAN AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE SAN FRANCISCO-OAKLAND, CAL. SMSA, 1972



SEATTLE—EVERETT

The Seattle SMSA had a population of 1.4 million in 1972. Approximately 51 percent of the population were female and about three percent were black. Seattle also had relatively large concentrations of Asian Americans and American Indians, though each represented only a small percentage of the total population. Gollectively, they accounted for almost three percent of the population.

The 1972 Seattle labor force was estimated at 600,000 persons. Close to 37 percent of the labor force participants were female; four percent were black.

Annual median income for persons 16 years and older with earnings in 1969 was \$9,064 for all males, but less than half that amount (\$4,381) for females. Black males earned a median income of \$7,130 annually, while black females earned only \$4,188 yearly.

The median school years completed for all those 25 years of older was exactly equal (12.5 years) for both males and females. Blacks of the same age group have generally completed fewer median school years. However, black males completed only a fraction more median school years (11.8 vs. 11.7 years) than black females, though earning substantially more. Though a difference in educational levels might explain part of the gap in earnings between all persons of one sex and blacks of that sex, the same argument cannot be used to explain the large earnings differentials between males and females.

The 1972 EEO-1 survey of Seattle industries showed similar patterns of inequality. Women and minorities generally suffered uneven participation and unbalanced occupational distribution both among industries in the same area and across job categories. Also, both groups were concentrated, for the most part, in job categories and industries where the earnings potentials were low.

In 1972 women were represented at a rate of 35 percent of the SMSA reported employment. Women represented 45 percent of all white collar workers (only 13 percent of the officials and managers, but an overwhelming 83 percent of the office and clerical workers), 13 percent of the blue collar workers, and 56 percent of the service workers.

Since 1970 total employment in Seattle has dropped. However, between 1971 and 1972 employment increased somewhat in the white collar and service occupations.

Between 1970 and 1972 women increased their relative share of jobs in every white collar category except technician. They lost participation in the blue collar categories, but increased their percentage of the traditionally well paying skilled craft category (despite an employee cutback of almost one-third in that category). However, the number of women increased in every category except technician between 1971 and 1972.

In 1972, 71 percent of all women were in the usually low prestige, low paying categories of office and clerical worker (47 percent), sales worker (12 percent), and service worker (12 percent). Only 17 percent of all male workers held jobs in those categories.

The 1972 EEO-1 data revealed some striking differences between the occupational distributions of Anglo and minority females. In particular, while 12 percent of Anglo females were sales workers, less than five percent of minority females were in those jobs. Almost half of Anglo females were doing office and clerical work in 1972, but only about a third of minority female employees held positions in that category. Minority females were much more likely than Anglo females to fiold the jobs of operative (16 vs. six percent) and service worker (22 vs. 11 percent).

In 1972 blacks were almost four percent of the reported work force. However, blacks constituted only two percent of the white collar workers (only one percent of the officials and managers). Blacks held four percent of the blue collar jobs (two percent of the skilled craftsmen; nine percent of the laborers) and a disproportionate 11 percent, of the service worker positions.

Since 1970 blacks generally have gained representation in the white collar field and lost representation in the blue collar field. The changes, however, were slight except for a relatively large drop in the black share of skilled craftsmen jobs. In fact, since there was also a decrease in total employment in that category during the same period, the actual number of black skilled craftsmen in 1972 was only half as great as in 1970.

in 1972, a total of 53 percent of all blacks were operatives (16 percent), laborers (13 percent), and service workers (24 percent). Only 22 percent of all Anglo workers were in these relatively low paying job categories.



Asian Americans comprised about three percent of the Seattle SMSA total employment in both 1970 and 1972. There were no significant changes in their participation rates in the various job categories. In 1972 their representation varied from one percent of the officials and managers to over five percent of the service workers. A little over one-half of the Asian Americans in the reported work force for 1972 were white collar workers. Approximately 34 percent of all Asian Americans were blue collar workers and 15 percent were service workers. The shift in concentration of these workers since 1970 has been to the white collar and service occupations.

American Indians represented one-half of one percent of the workers in the EEO-1 surveys of 1970 and 1972. They showed uneven progress in their. participation rates in various job categories between 1970 and 1972. The changes were minimal except for a drop from over two percent to less than one percent of the declining laborer category. From 1970 to 1972 the occupational distribution of American Indians in Seattle changed considerably. The general shift was away from blue collar jobs and towards white collar jobs. For instance, only 23 percent of all American Indians were white collar workers in 1970, but 41 percent held white collar positions in 1972. The percentage of Indians-who were blue collar workers shifted from 71 percent in 1970 to 49 percent in 1972. However, twice the proportion of Indians were service workers in 1972 than 1970.

The differences in occupational distributions between Anglo males and minority males are strongest in the traditionally highest and lowest paying job categories. For instance, in 1972, 15 percent of all Anglo males were officials and managers, but only five percent of minority males held those positions. Though only four percent of all Anglo males were service workers, 16 percent of all minority males worked in those jobs.

A comparison of the occupational distribution of Anglo males with the distributions of women and minorities gives one indication of the relative positions of those groups. For example, in 1972, 57 percent of all Anglo males were in the well paying jobs of officials and managers, professionals, and skilled craftsmen. However, only 35 percent of minority males, 17 percent of Anglo females, and 13 percent of minority females held those top positions in the white and blue collar fields.

Employment in the top ten industries in the Seattle SMSA in 1972 accounted for 64 percent of the total

employment. The number of employees per industry ranged from 5,700 to 33,000. The ten industries had a slightly greater percentage of white collar employees (70 vs. 61 percent) and slightly smaller percentages of blue collar (24 vs. 32 percent) and service workers (six vs. eight percent) than did the SMSA EEO-1 workforce.

The all industries participation rate for women was about 35 percent, but they were represented very unevenly in the top ten industries with rates of from six percent in Lumber and Wood Products to 83 percent in Medical and Other Health Services. In the largest industry (more than twice the size of the next largest), Transportation Equipment (a high average earnings industry), women were only 14 percent of the employees.

Office and clerical positions in the ten major industries were filled generally by women. Women averaged 85 percent of the workers in those jobs.

Blacks were about four percent of the employees in the EEO-1 survey. That rate was met or surpassed in only three of the top ten industries. Lumber and Wood Products employed the smallest ratio of blacks—one-half of one percent.

Blacks experienced their highest rate of participation in Educational Services—six percent—where they were almost six percent of the officials and managers. Throughout the ten industries blacks were represented at disproportionately high rates in the laborer and service worker categories.

Asian Americans were almost three percent of all employees reported in the EEO-1 survey, but were represented at rates of from 0.2 percent in Lumber and Wood Products to five percent in Educational Services. American Indians participated in the Seattle SMSA total at a rate of one-half percent. American Indians were represented in a significantly different degree in only one industry—Lumber and Wood Products—where they were 1.4 percent of the employees.

Spanish Surnamed Americans held less than one percent of the jobs reported in the EEO-1 survey. They were employed at approximately that rate throughout the ten major industries. Spanish workers generally were concentrated in blue collar and service worker jobs. Almost half of all Spanish were operatives, laborers, or service workers. Less than one quarter of all Anglo workers held positions in those relatively low paying job categories.

- 20%

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE SEATTLE-EVERETT, WASHINGTON SMSA — 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100:0	100.0	100.0	100.0
			•	
White Collar	53.2	34.6	7,8.9	55.4
Officials and Managers	14.5	5.3	4.0	2.2
Professionals	19.6	13.6 -	1Q.8	8.3
Technicians	6,6	5.8	4.2	5.5
Sales Workers	- 7/2	4.3	12.2	4.7
Office and Clerical	5.3	5.6	47.7	34.7
Blue Collar	42.5	49.2	10.2	22.6
Craftsmen	₄ 22.6	16.0	2.0	· 2.1
Operatives	14.3	18.5	5.7	. 15.9
Laborers	5.6	· 14.7	2.5	4.5
Service Workers	4.3	16.2	10.9	22.0



PARTICIPATION RAITS AND OCCUPATIONAL DISTRIBUTIONS OF REACK EMPORTS, 1970, 1971, AS 1972

SEATTLE-EVERETT. MASPIAGTCA		٩		100	1047154				
	1970,	1971	2151	0751	Ħ	7257	-0257	2570- 4571 1572	. STEATER
TCTAL EMFLCYRES	252,885	206,176	210,741	3.5	1				
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BLUE CCLLAR		30.60	\$5\$.1P	5. 0	2°8	3.3	16.6	15.2	
CRAFTSREN	46,515	32, 160	31,584	9.5	4.5 2.3	2.02	44.3	*	35.0
EARCRENS	12,498	10, 161	10,486	1 4 6 6 4 6	10-0		19.4		
SERVICE NGRKERS	14,423	14,865	15,510	12.1	10.8	11.2	50.9	5	34.5

SOURCE: EGUAL EMPLOYMENT CPPCRTUNITY CCPRISSION, EEC-1 REPORTS, 1970, 1571, AND 1572.

PARTICIPATION LATES AT OCCURACIONAL DISTRIBUTIONS ÉT STALE DETOTES, 1970, 1811 CM, 1811 CM,

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	434.8ES	20e . 176	210,741	32.3	32.3	4.56			
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PROPERTY OF THE PROPERTY OF TH	26, 114	21,245	21,736	10.2	41-1	;;	7.4.6	76.4	74.0
TECHNICIANS	35,118	33,383	34,075	1361	7.50	13.2	3.3	3.5	
SALES NORKERS	14,245	12,452	12.084	28.1	7	7-57	7.	10.6	10.6
CFFICE AND CLERICAL MORKERS		17,684	18,079	42.5	43.3		•	2.5	4.3
		38.400	41.558 S	11.2	79.7	12.1	7.00	5:11	11.5
	92,547	68.550	200-79	:		}	•	• 6	•
OPERATIVES	44,515	32,160	31.584	74.0	7.7	12.5	13.6	11.4	11.2
LAEORERS	33.534	25,929	24,823	102	 	15.4	2-1	7	2.0
SERVICE MORRES			•	.20.4	11.1	18.9	E		
	14,423	14, 865	15,510	55.2	54.7		,	;	•
				-			2°6 .	I2.2	11.9

SOURCE: EQUAL EMPLOYMENT GPPORTUNITY COPRISSICM, EEC-1 REPORTS, 1970, 1971, AND 1572,

PARTICIPATION BATES AND OCCUPATIONAL DISTRIBUTIONS OF ASIAN ANDRICAS DEPOTIES, 1970, 1971, AND 1972

SEATTLE-EVERETT, WASHINGTON	-			I EAST	PASTICIPATION RATES	MES	OCCUPATIO	OCCUPATIONAL DISTRIBUTION	TEUTION	
· •.	1970	1971	1972	<u>ब्यु</u> डा .	ग्रहा :	7251	0751	1251	2254	٠,
TOTAL EMPLOYEES	252,885	206, 776	210,741	. 2	7.5	2.8	100.0	0-001	0*001	
WHITE COLLAR	145,515	122,951	127,932	2.1	2.3	2-4	44.1 3.8	3.4	51.2 3.8	
PROFESSIONALS	35,118	33,380	34,075	9.6	90	80	18.2	21.9	20.3	
	14,245	17,684	12,024		9.0		, , , ,	;	4	
OFFICE AND CLENICAL NORKERS	20,380	38,200	41,958	<u>-</u>	7•7	7 .				
BLUE COLLAR	92,947	68.950	669.833	4.6	5.5	0.6	4. 5. 5.	36.3	34°3	
CRAFTSMEM	33,534	25° 180	31.584	2.4	9.6	2	9	14.0	17.6	
LABGRERS	. 12,698	10, 161	10,486	5.5	e.	D.	7.01	•	•	
SERVICE MORKERS	14,423	14,865	15,910	6	4.7	4.8.4	10.1	12.6	14.5	· 1
										ı

PARÉICIPATIOS BATES AND OCCUPATIONAL DISTRIBUTIONS OF INDIAN INPIDIAN EMPORIES, 1970, 1971, AND 1972

SEATTLE-EVERETT, VASHINGTON				242	PARTICIPATION RATES	ATES	DEGUEATE	OCCUPATIONAL DISTRIBUTION	MOLLEGIA
	1970	1971:	. 2261	व्यश	1251	7251	0751	1251	7251
TOTAL EMPLOYEES	252,885	206, 776	210,741	6.0	0.5	s=0.	100-0	100.0	100-0
WHITE COLLAR	145,515	122,941	127,932	0-5	0.2	6-9	23.4	31.0	10-1
OFFICIALS AND MANAGERS	26, 114 35, 118	33,380	34,075	1.0	0.5	* ? 0	2.4	•	<u>:</u> :
TECHNICIANS	14,245	12,452	12,084	E*0	4	4.0	9.0	4-6	
SALES WORKERS	19,658	17,684	18.079	F. 0	N 1	2.0	- P	0.5	
GFFICE AND CLERICAL MORKERS	20,360	34.400	9CA 5 T&	7-0 	6.0		;	1.0	?
BLUE COLLAR	92.947	68,950	668.99		•-0	0-0	71.3	58.9	49.1
CRAFTSHEN	46,515	32,160	31,564	•	•	0	22:	50.5	21.6
OPERATIVES	33,534	526.52	54.82					3:	
LABORERS	12, 191	10.401	10,450	6-3 -	1.3	5		•	7:
SERVICE MORKERS	14,423	14,865	15.910	•	0.7	2.0	5.3	100	10.2
	,								

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EED-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF PEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE SEATILE-EVERETT, WASHINGTON, SHSA

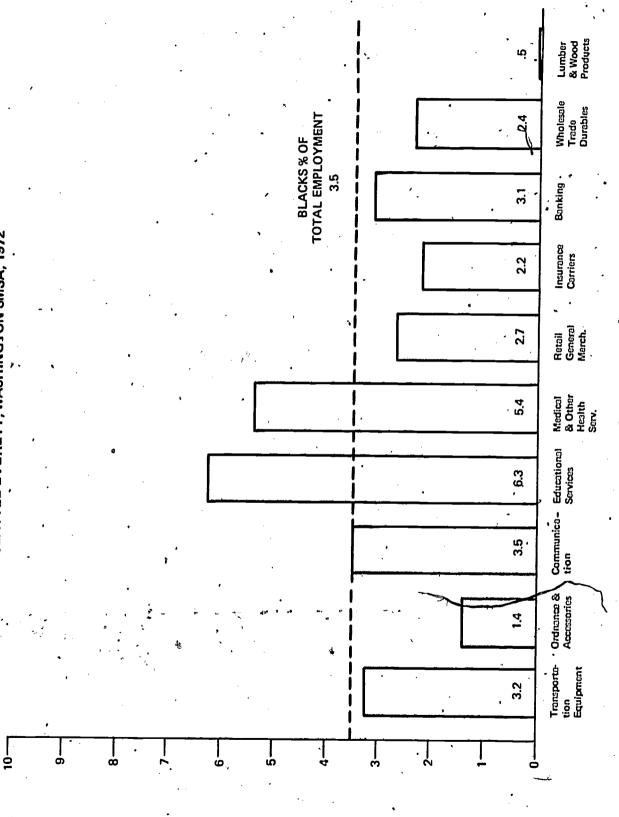
	, `	4114		199	₽ B	A C A	LA J. R. F. R. S.	2 4		2		
					•							
AT TOOK IN	101	TAAN	FRANSPURTATION	IN EGUIPHENT	<u>:</u>			^				
GROUP ENP	ENPLCYMENT	TOTAL	200	9044	174	SALES	7 OFF			. !		SERVICE
	33,013	17,236	3,916	6,242	3,244	90	3, 796	15, 324	9,559	4.966	148	MORKERS
FEMALE	13.6	19.5	٥				•			•	•	3
BLACK		1.2	•	, ~	9-1	2.6	63.4		2.2	4.4	17.1	.e.
SSA		•	٠.	•	•	. E	; :	?	r 0	20	7.87	;
INDIAN	1.5	5.4	•••	, 4.	2.4		2.1	:	-	2.2	, E.	• •
	;	:	•	:	:		•	•	ę.	iņ.	*·I*	
		OKD.	_	AC CESSON 1ES			•					
MINDRITA	TOTAL					SALES	96				•	SEBUTCE
	14.683	1014	MGR S	PROF	TECH	N N N N	CLEA	TOTAL	CRAFT	OPER	640	MORKERS
E MICH MERES			17717	74846	***	~ .	1.574	2,722	1.871	198	- 88	113
FEMALE	14.0	14.4	•	3.5	14.9		73.6	11.0	3.7	24.4	7 5.2	
1 T	•	0	•	٠.	1:0		2.5	2.9	:	6.5		12.4
ABIAN ARER			m , 0	ņ.,	7;		•	•	•	•		-
HATCHI		7		: :	• •		6.1	•	. .'	2.1		;
	•			1	, '		: .	:	•	F.		
	٠	CONTRA	CONFUNICATION									
ALMUNITY CHANGE	TOTAL	,	OFFCS	;		SALES	OFF					SERVICE
1	14,323	10.281	25.7	10.00	5	NKRS 240	CLEA	1014	CRAFT	OPER	148	PORKERS
E WHO WERE'S					•	•	761.0	3.10	3,775	=	~	92
PEANLE PLACE	•	62.0	30.5	17.1	11.6	13.0	95.4	3.5	2.9	14.3		64.5
\$28	•		-	•••		5.6	532	2.3	2.0	. .5	•	14.5
ASIAN ARER	:	•	: :		y 0		- :	~•	? '			
INDIAN	۳.	•		: ~:	۲.		;	•	n m	15	0.06	-
		•							!	}	•	}
ATT OF THE	101	EDUCA	TIONAL	SERVICES		,						
GROUP EMP	CYMENT				252	SALES	40		•			SERVICE
	14,234	12,303	1.354	7,491	06.9	22	7.766		CKAFT 4.37		5	MORKERS
			1			1	!	•	į	*	P .	-
NI ACK	7.0	~ .	38.7	33.2	35.5	45.5	94.9	1.6		15.4		45.6
254	; •	•	0	1.5			6.7	6.0		11.5		26.5
ASIAN ANER	5.1	5.2	2.6	3	7 - 5		T - 4	•	ņ	.	;	2.1
¥100	•	·	•	m.			-	?	: ~	11.5	11.1	
									}		•	:
		MEDIC	MEDICAL +GTHER	HEALTH SERVICES	VICES			•				
CROKE FIELD	FIED CYMENT		20110		,	SALES	OFF					SERVICE
	13,075	8.289	- E		1.6CH	KKRS 2.	ָרָבָּאָ בּיבָּ	TOTAL	CRAFT	OPER	Ì	MCRKERS
S MOND WERES	•		į	,		: .	•17.47	960	£0£ .	243	45	4.14
FEMALE	13.3	86.5	52.6	68.3	01.0	67.3	95.4	51.7	6.4	57.2	59.6	6170
SSA		, , , , , , , , , , , , , , , , , , ,	6.3	0 1:1	-	:-	6.1	*.	7.3	1.2	4.5	10-1
ASIAN ANER			7 7 1	. 5.6		• • •	m 0,	m -	4,	•;	:	1.0
NA [ON]			•	?	, m	•	r eq	7.4	D	•	2.2	2.1

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PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE SEATTLE-EVENETT, WASHINGTON, SNSA (Cont.)

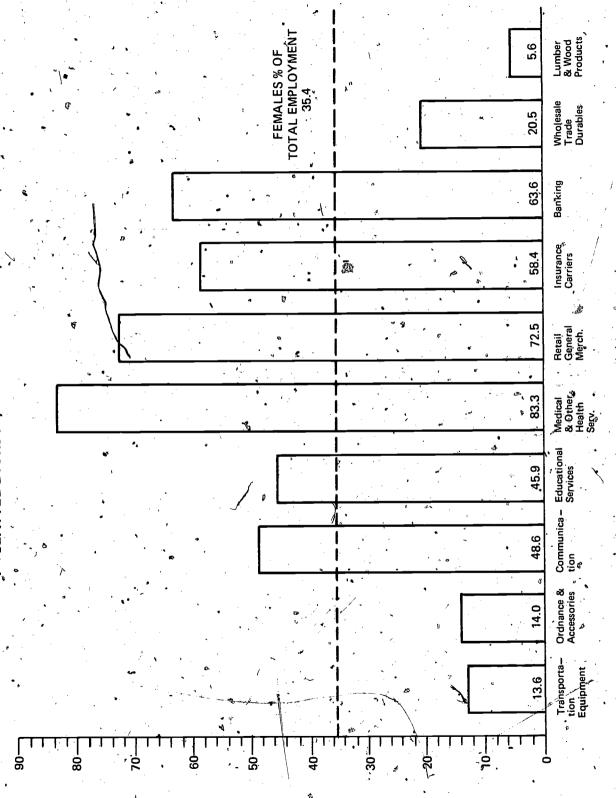
MINORITY TOTAL												
INDRITY I			•						_	•		•
		RETAIL	IL GENERAL	MERCHANDISE	H	33 173	9	_				
SAUDY ENTLU	THENT.	TOTAL	E SE	90%	TECH	MXBS	CLER	TOTAL	CRAFT	OPER	LAB	MORKERS
_	2.585	9,597	1,139	12		9.466	1.11	1.744		364	111	1,244
FEMALE	72.5	78.3	34.1	51.4	55.9	82.8	93.5	47.5	0.44	1.04	50.7	62.5
BLACK	2.1		1.3			1.9	9:1	3.8	=	3.6	6.0	.
25.4	•	٠.	ĸ.		۲.	s.	٠,	9	~	4.6	ŗ.	•
ASIAN ANER	F:3	:	•	:	3.5	.	7.2	o• ·	2°8	2.7	•	~
¥ 1041	?	٠,	?		•	-	?	•	•	7	:	•
	•			;	t.						ı	
2000		nsni .	INSURANCE CARRIERS	IERS		2010	910				•	SERVICE
CACATA EMPLOYMENT	MENT	TOTAL	MGR S	PROF	TECH	KKRS	C EB	TOTAL	CRAFT	OPER	LAB	MORKERS
-	11.876	11.690	1.497	2,702	490	159	6, 350	111	53	- 85		7.5
WHO WERE:				•	;			•			•	24.0
בעשר ב שו של בי	,	- ~	13.1	-	32.0	7 -	95.5		7.5	10.3		10.7
55A	7 -	1.1	, ",	•					:	1.1		(1:)
ASIAN ANER		:	٠,		3.1	1.5	1.1	3.6	1:9	5.5		
, MATON1	۴.	•	•	7.	7.	~	r,	1.0	3.6			
•		1								,	•.	
			2000			241 62	990			•		SERVICE
GROUP EMPLCYMENT	THENT	TOTAL	200	PROF	TECH	WKRS	ČĽĒR.	TOTAL	CRAFT	OPER	148	MORKERS
	6.4.8	8,040	1,931	502	21.7	22	5, 663	t 274	\$6	203	12	166
KMO WERE:		•	.		;	•	;		;	;		9
PERALE	•	1.0	2			42.0		24.6	^	2.26	,	
554 554			٠,	•	::	;	::	•	:			9
ASTAR ARER	2.5	2.5	•	4.3	1		3.0	3.6		6 .		1:1
NO IN	•	•	۲.		s.	4.5	•			•		•
			•	•	•••		•		•			
		10+1	MOLESALE TRACE	E CURABLES					•		•	ø
MINDRITY TOTAL	1014		OFFES	, 6	1	SALES	9				•	SERVICE
ו אל היינו היינו	0.140	4.230	ŝ	222	408	1.490	1.429	1.820	570		328	56
MAD WERE										•		•
FEMALE	20.5	25.3	;	**	3.4	9.°	67.5	9.0	6-1	11.	11.1	34.3
BLACK	7.	٠ <u>.</u>	m. •			:	o.,		,		· -	7
ASSA ARTR						2.0	9.0	9.0	: :			:
NO LAN	· •	;		;	, ,	:	•	•		•		2.0
											-	
		LUKBEN	SER AND WEED	D PRODUCTS		:	, ,					200
MINORITY CHOI CYNEM?	TOTAL	10741	SOLUTION	9080	TECH	SALES		TOTAL	CRAFT	. OPFR	•	MORKERY
	5005	9	226	7.7	Ş	6	260	4.751	1.180	2,433	1.130	10
WHO WERE:					•							77
FEMALE	9. 6	28.0	•	;	16.9	5.1	G	1.3	ŗ.	:		0
BLACK CLACK	•	ę.	•		5:1		1.2	? -	- <		•	1
SSA ASTAN ARTR	7	.,		•	3.1		•	?	:	?	•	v
14.6	! :	; •			:			•				

PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE SEATTLE-EVERETT, WASHINGTON SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE SEATTLE EVERETT, WASHINGTON SMSA, 1972

ERIC



WASHINGTON, D.C.-MARYLAND-VA.

In 1972, the Washington, D.C. population was nearly three million, an increase from the 1970 level of about three percent. Blacks, the largest ethnic minority group, constituted about one-third of the population. The Spanish population was about three percent of the SMSA population and females accounted for about one-half of the population. The population of the central city was 726,492 in 1970. Seventy percent of this population were black and two percent were Spanish.

The SMSA labor force numbered 1,237,000 in 1972: Twenty six percent of the labor force 16 years and older were black and almost two-fifths were females 20 years and older.

Spanish American males had median earnings in 1969 almost equal to the median earnings for all males in the SMSA. All males earned an average of \$8,921 and Spanish males earned \$8,889. However, black males had median earnings of only \$6,323 or only 71 percent that of all males. Females had median earnings of \$5,128. Black females had median earnings of \$4,643 and Spanish females' earnings were \$4,341.

Median school years completed for persons 25 years and older, the majority of the labor force, was 12.8 for males in 1970 and 12.5 for females. Black males and females in that age group had completed median years of 11.2 and 11.6, respectively. Spanish males were most likely to have completed some college work. Spanish males completed 14.1 years of school, and Spanish females completed 12.6 years.

The Equal Employment Opportunity Commission received reports covering 362,126 of the area's employees in 1972. One-fourth of these employees were black, two percent were Spanish, and two-fifths were females.

The Washington, D.C. SMSA has almost no manufacturing industries. Three of the ten largest industries can be classified as retail trade; another four as services; and the other three commnications, insurance carriers, and wholesale trade. These ten industries accounted for 60 percent of the area's employment as reported on the 1972 EEO-1 reports.

Among the ten largest industries, women and minorities were most visible in Medical and Other Health

Services. The participation rate for each minority group, except SSA's, and for women was highest in that industry. Spanish Surnamed Americans had their highest representation in Eating and Drinking Places.

Representation of minorities in eight of the largest industries was less than their representation in the SMSA as a whole. In each of the ten largest industries, blacks were over-represented in operative, laborer and service jobs. In only two industries did the participation of blacks in craft occupations exceed their overall participation in the work force. These exceptions occurred in Medical and Other Health Services; and Eating and Drinking Places. Spanish Surnamed Americans were over-represented in operative, laborer, and service jobs in three of the ten major industries. Moreover, in five of these industries, their participation in skilled craft positions also exceeded their overall rate of employment.

In each of the ten industries, females were overwhelmingly employed in office and clerical jobs. In only one industry, Medical and Other Health Services, did female participation in professional jobs exceed their overall rate of participation.

In the SMSA, minorities comprised 28 percent of the EEO-1 work force. The largest ethnic group was blacks who were 25 percent of total employment; Spanish Surnamed Americans were two percent of the workforce, Orientals were one percent, and American Indians were less than one percent. Forty percent of the workers were female.

The occupational patterns of minorities and women in the ten major industries does not differ greatly from those of the SMSA as a whole. Minorities were generally concentrated in operative, service and laborer occupations. Females were concentrated in office and clerical jobs. The majority of the area's EEO-1 employees were in white collar jobs. Only about one-third of all employees were in blue collar jobs. One-fourth of the SMSA EEO-1 employment was black. But, although two-fifths of all jobs were in the white collar (excluding clerical) category only one-fifth of the blacks held such jobs. On the other hand, nearly three-tenths of the blacks were employed as service workers; Two-fifths of area EEO-1 employees were women. One-third of the

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women held white collar (excluding clerical) jobs. The greatest concentrations of women were in professional jobs—15 percent, sales jobs—13 percent, and service jobs—13 percent.

The occupational distributions of Anglo males, minority males, Anglo females and minority females show striking differences. The proportion of Anglo males holding white collar positions ranged between eight percent in technical jobs to 22 percent in professional jobs. Minority male participation ranged from four percent in technical jobs to seven percent in professional jobs. Eight percent of minority males held clerical positions. Anglo males were also more likely than minority males to hold craft jobs as opposed to operative laborer or service jobs. The range was from four percent in laborer or service jobs to 15 percent of craft jobs. Minority males, however, ranged from 25 percent in service jobs to ten percent in craft jobs. Fewer than seven percent of the Anglo males held service jobs.

Anglo females were concentrated in clerical, and sales jobs. Minority females were concentrated in clerical and

service jobs. Nearly two-thirds of each group were classified in the previously mentioned job categories.

The lowest proportions of minority females were in craft and managerial positions while the lowest proportions of Anglo females were in laborer and craft positions.

. Between 1970 and 1972, total reported employment in the SMSA rose by more than 12 percent. Employment increased in every occupational category. Black employment almost kept pace with overall employment; participation of blacks was only slightly lower in 1972 than in 1970. Black participation changed very little in all but three occupational groups. There were sharp declines in their share of laborer and service occupations and a lesser decline in the percent of operative jobs held by blacks.

Overall female participation also changed little between 1970 and 1972. While small increases in female participants in the better paying white collar jobs were noted, female participation in clerical jobs also rose somewhat. In adddition, the female employment in laboring jobs declined significantly.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE WASHINGTON, D.C.-MD.-VA., SMSA -- 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
·	* * * * * * * * * * * * * * * * * * *			
All Occupations	100.0	100.0	100.0	100.0
White Collar	66.5	29.2	86.1	51.5
Officials and Managers	16.8	4.3	5.5	2.2
Professionals		,6.6	12.6	5.7
Technicians	7.9	4.4	4.1	5.2
Sales Workers		, 6.1	17.9	9.3
Office and Clerical	. 7.4	7.9	46.0	35.1
Riue Collar	1	•		
Blue Collar		46.0	4.9	10.6
Craftsmen		10.2	1.2	, 1.6
Operatives		19.2	2.6	6.3
Laborers	3.5	16.6	1.1	2.7
Complete Manhaum	,	₹ 2		•
Service Workers	6.5	24.8	9.0	31.8

PARTICIPATION EATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

MASPINGTEN, C.CPARYLANG-14.				TABIL.	ARTICIPATION RATES	115.	CCCUPALL	CCUPATICAAL DISTAIR	SOLYUS	
	1570	1411	1972	0Z5T	.गडा	ณย	0251	1261	7757	
TOTAL EMPLIYEES	322,555	340, 655	362,126	25.5	24.1	24.6	100.0	100-0	0-031	
PETTE CCLLAR	205-740	230,543	235,894	. 14-2	14.3	15.0	35.4	39-2	39.7	
DEFICIALS AND PANAGERS	31,285	53.464	53,535	0	7.7		7		*	*.
TECHNICIANS	17,557	15, 880	21,515	16.7	19.9	9-87	4		4 r	
SALES MORKERS	39,943	44,796	15,856	21.3	21.0	22-¢	1.7.	2	20.0	-
BLUE CCALAB	73,612	74,541	78,536	37.8	36.9	36.5	33.9	32.0	32.2	
CRAFTSREN	29, 532	29,997	32,111	0.71	9.91	0.01	196	2.5	4.4	
OPERATIVES	16,361	16,441	17,186	62.0	9.65	50.5	12.3	11.7	11.3	
SERVICE BURKERS	42, 733	43,351	959*24	20.1	54.3	52.4	30-7	28.0	28.1	
	-				_					

SOURCE: EGUAL EMPLOYMENT OPPORTUNITY CCPMISSION, EEG-1 REPCRTS, 1970, 1971, AND 1972,

PARTICIPATION BATES AND OCCUPATIONAL DISTRIBUTIONS OF PRACTIC PROCESS. 1970, 1971, AND 1972

EASTINGTON, C.CMARVIANG-VA.				11874	ABIICIPATICA BATES.	. 5314	CCCUPATI	CCCUPATICNAL DISTAIRUTIO	MOLTURE
	1970	1411	1972	1970	1161	2251	0Z61	1251	2251
TCTAL EMPLCYEES	322,085	346,655	362,126	39.6	41.0	40.5	100.0	100.0	100-0
WHITE CCLLAR	205,740	230,963	235,894	47.5		1.0	76.5	78.5	17.3
DEFICIALS AND MANAGERS	48,479	53,464	53,435	78.1	5	28.6	10-7	10-6	20.5
TECHNICIANS	17,557	19,880	21,515 45,854	28.6	30-7 49-2	30.5	15.5	125	15-2
OFFICE AND CLERICAL NORMERS	68,476	78,426	78.422	78.0	19.6	79-4	42-2	43.7	42.6
- 7	73,612	74,541	78,536	12.6	13.0	12.4	7-2	6.0	3
CRAFISKEN	29,532	29,997	32,111	2.5	e e	9	m (7.7	103
CREATIVES	27,719	28,083	25,235 17,186	16.2	13.9	13-7	2.1	?:	•
SERVICE NCRKERS	42,733	43,351	47,656	48.6	41.5	49.3	16.3	14.7	16.0
		-							

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COPMISSION, EEC-1 REPORTS, 1970, 1971, AND 1572.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE WASHINGTON, D.C.-MARYLAND-VINGIRIA, SHSA

						, A ,	S. F. F. S.	B-1-4	E C 0 1 1	80884	DREESS	
		P. P	TAIL GENER	MERCHAN	, 10		•				ţ	
MIMORITY	TOTAL		OFFCS	OFFCS	J							
Gradie . Eppl	LCYMENT	TOTAL	MGRS	PROF	, -	NAMES OF			•			SERVICE
	33, 703	25.708	4,155	187	169	15.622	5.474	TATE OF	CRAFT	0.05	LAB	HORKERS
FEMALE	6.2.3	;	;					100 1	10584	1.752	1,465	3.494
7	22.4		1-1	900	+.+	73.5	2.9	¥ 26-6		;		
SSA			75.0	10-2	17.2	15.3	27.5	33.9	18.5		35-6	55.2
ASIAN ANER	1-0		•		~ :	1.3	1.7	9-6	4		30.1	46.3
MIMI	7	-	•	3.6	-	•	: -	•	-		7	7:7
,	•	:	•			7			•		F.T	•
ار										:	-	7.
	į		EDUCATIONAL S	SERVICES								,*
MINDRITY	TOTAL						ł					
GAUDY ERFT.	EPPLOYMENT	TOTAL	MGRS	PROF	TECH	244.63	1	;			•	SERVICE
91	32,3%	27,523	1,363	14.851			, CER	TOTAL	CRAFT	OPER	148	CAKER
THE NEW PERSON							9,265	1,997	137	926	232	2.0%
FEMALE	44°3	B-44	28.8	29.9	* **	:	;		•		:	
HLACK.	75.4	15.4	14.7	10.5		7-51	71.7	:	3.9	30.9	23.7	6.3
254	7-1	1.2		1-2			22.3	36.7	27.6	45.6	51.3	7
	4-2	5.0	•	4.6			?:	1.4	:	1.7		
HALLAN.	7	-:		•	; 7	•	:	•	7	s.	6	: 1
•		,					•					: -:
	•		. !		•	٠						
	TOTAL		₹'	HEALTH SERVICES	NYICES	•			•			
GROUP EMPL	CYMENT	TOTAL	2555		•	SALES	OFF					;
	24.215	15.272	S .	PROF.	TECH	MKRS	CLER	TOTAL	CRAST			SERVICE
IND MERES			976 47	6, 723	3,255	\$	4,013	1,534	161	410	7	HORKERS
FEMALE	73.7	77.8	4-15							•	653	, 205
BLACK	36.5	23.9	1	14.2		1.02	97.6	45.4	10-0	59.1	11.0	
55A	7.4		1:4	2-0		0.0	30.3	20.0	30.7	62.3	34.1	
ABIAN AMER	2.6	*	1.7	7.3		, ,	~:		1.5		•	
	7	7	7	· •	7	;	· ·	6-7	•	2-1	3-1	1.0
							:	:	•			7.
	į	MISCE		BUSINESS SERVICE	ERVICE						. *	
-	IOIAL		OFFCS		!		į					
מאטטי באינים	CYMENT	TOTAL	MGRS	PROF	TECH	1					•	SERVICE
	30 / 3B	15,765	1.985	6,111	2,328	306	5.035	2.062	CRAFT	8 H	LAB	MORKERS
FEMALE	33.8	35.0		:					ŗ	681.1	• • • • • • • • • • • • • • • • • • • •	5,021
BLACK	26.9		}		9.0	13.4	84.5	27.1	6.9	51.5	12.7	
SSA	1.5	•		,		? ·	15.9	47.9	27.2	39.2	1	7 - 7
ASTAN AMER	٥,	1.2	ŕ	1.7	•	•	0.1	ę	1.1.	•	1	
INDIAN	7	7		7	7		•	•	•	1:1	17	`
	•			•	}		•					!
		CONM	COMMUNICATION					-	. ,			-
GROUP EMPLO	OYMENT	10101	OFFCS		į	SALES	9FF	,				
	1.671	14.09	7.75	2	۵: تا:	MARS	CLER	TOTAL	CRAFT	4140		SERVICE
MHO WERE:				07649	114:1	368	8,658	5,368	5,038	313		MUNKERS 205
FEMALE	45.5	60.7	31.0	21.0	11.5	0.5	6				;	3
SCA	21.3	23.1	9.0	5.6	6.6	6.2	37.0		•	E.		23.4
48144 485	;	•	۳.	4	۳.	•	1	••••	-01	0.0	70°	62.9
INDIAN	: .'	•		•	9.		m	:-	7.	۳.		ŝ.
					7	**	17	:	:		٠	

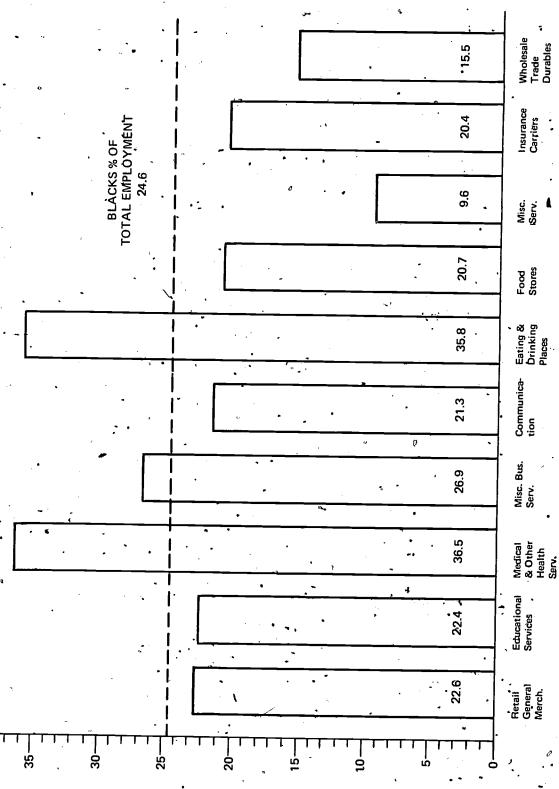
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PARTICIPATION OF FEMALES AND MINOAITIES IN THE TOP TEN INDUSTRIES IN THE WASHINGTON, D.C.-MARTLAND-VINGINIA, SHSA (CORL.)

THE PARTIE NOT THE PA		/	ING AND OR	FATING AND ORINGING PLACES	ES *							
FILTOWERS 1071, 4665 PADF 1561 WKSS CLFR 10714, CAAFT 0768 6.158 151 152 152 153 154 155 151 151 152 151 151 151 151 151 151			OFFCS			SALES	OFF	,			•	SERV ICE
Fig. 10.10 Fig. 10.2 Fig. 10.4 Fig	FPPLO	TOTAL	HGRS	PROF	7ECH	WKR'S	CLFR E	TOTAL	CRAFT	307	L A B	MORKERS 13.669
Second State Seco	-	3,020	1.370	٤	•	700	:	26.	f	;	3	
155.0 25.6 17.7 7.5 15.4 25.2 37.7 72.2 43.6 43.5 53.4 15.1 1.1 1.2 1.1 1.2 1.1 15.1 1.1 1.2 1.1 1.2 1.1 15.2 1.1 1.2 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.2 1.1 1.1 1.1 1.1 15.3 1.1 1.1 1.1 1.1 15.4 1.1 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 1.1 1.1 15.5 1.1 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 1.1 15.5 1.1 1.1 15.5 1.1 1.1 1.1		A.84	18.6	19.7	31.0	0.17	85.1	31.9	38.0	24.1	29.1	48.5
Fig. 12, 12, 13, 13, 13, 11, 11, 2, 2, 2, 2, 3, 4, 5, 5, 5, 5, 5, 5, 5, 5, 5, 5, 5, 5, 5,			7.7		4.8.	25.2	37.7	42.2	43.0	43.6	39.	37.6
FOR STORES		2.5	1,53			2.9		•	4.2	5.5	5.4	6. 5
FOR STORES FOR ST		7	•			2.8	•	···	e.	0.1	ŗ.	2.1
FIG. 10.00 STORES FIG. 22.7 FIG		5 0	7		:	•	2.2	e.	9			E.
FED STORES TOTAL FED STORES TOTAL CAMET TOTAL CA				•					•		ſ	
		F000					į					
	-	, ;	OFFCS			SALES	E	101	7967	- 300	:	SERVICE LOSKES
		10141	2.240		5	10.625	1.043	2.894	1.671	1.042		1.245
132.3 33.6 15.6 15.6 15.5 15.5 35.1 25.8 20.7 15.7 15.0 222.1 11.1 12.2 28.9 17.5 35.1 25.8 10.7 10.7 10.0 222.1 11.1 12.2 28.9 17.5 11.1 10.7 10.7 10.7 10.7 11.1 12.2 28.9 17.5 11.1 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7 10.7	•			:		Ţ	. ,	•				
10.7 11.0 7.0 22.1 11.3 12.3 28.9 17.5 33.7 49.2 19.5 1	,	37.8	9.7	16.0	29.5	41.1	66.99	16.5	9•1	78.1	29.0	9.9
		16.7	11.0	0.2	22.1	.16.3	12.3	58.9	17.5	43.7	7.64	40.1
HISC. SERVICES SALES DFF TOTAL CRAFT DPFR LAB		1.0	•	Ť	1:1	1:1	•	٥.		::	:	
TOTAL TOTAL MEES TECH WARS CLER TOTAL CRAFT OPER LAB		۲.		•			*		6	•		٠.
FERTICES HISC. SERVICES SALES DFF TOTAL CRAFT DPER LAB		7	-:	:		-	F.	?	?	:		٠.
FEB TOTAL TOTAL MASS SALES OFF TOTAL CRAFT OPER LAB	•,	•						;				
ENDING TOTAL TOT		JS I W		v								
			OFFC S	1		SALES	OFF				:	SERVICE
FFPLCY#ENT TOTAL CARATERS TOTAL CARATER TOTAL CARATERS	EMP	TOTAL	MGR 5	PROF	T. T.	EKCK S	3, 835	10141	704	1 PER	9 6	215
TOTAL TOTA	=	•	202	771.0	710.5	Ĩ			:	:	•	•
1.5 1.5 2.0 3.1 10.0 6.7 16.5 29.2 13.1 51.0 59.1 1.5 1.5 2.2 2.4 1.1 1.5 1.5 2.2 2.4 1.1 1.5 1.5 2.2 2.4 1.1 1.5 1.5 2.2 2.4 1.1 1.5 2.3 2.4 2.4 2.4 1.5 2.4 2.4 2.4 1.5 2.4 2.4 2.4 1.5 2.4 2.4 2.4 1.5 2.4 1.5 2.4 2.4 1.5 2.4 2.4 1.5 2.4 2.4 1.5 2.4 2.4 1.5 2.4 2.4 1.5 2.4 2.4 1.5 2.5 1.5 2.5 1.5 2.5 1.5 2.5 1.5 2.5 1.5 2.5 1.5 2.5 1.5 2.5 1.5 2.5 1.5 2.5 1.5 2.5 1.5 2.5 1.5 2.5 1.5 2.5 1.5 2.5 2.5 2.5	٠		4.2	11.0	21.3	3.5	78.9	13.5	14.1	17.8	1-9	16.7
1.5 1.5 1.5 1.5 1.5 1.7 2.4 1.5 1.7 2.4 1.5 1.7 2.4 1.5 1.7 2.4 1.5 1.7 2.4 1.5 1.7 2.4 1.5			2.0	3.1	10.0	6.7	16.5	29.5	13.1	51.0	5,9-1	37.2
INSURANCE CARRIERS			•	T.	1.5	•	5.1	1.7	2.4	,		•
TOTAL JANUARANCE CARRIERS SALES CLER TOTAL CRAFT CPER LAB			٠. د	٠.	Ξ.		7:1	•	•			,
TOTAL TOTAL OFFES TECH 1 NARS CLER TOTAL CRAFT OPER LAB (22,0087 11,002 1,1149 1,679 4,161 1,223 6,590 95 43 47 5 5 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6		:	:	:	:		:	:	:			•
TOTAL TOTAL OFFES SALES OFF TOTAL CRAFT OPER LAB (22,087 11,002 1,149 1,619 1,223 6,550 12,6 43 43 47 5 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		<u> </u>				•						
FFPLCYMENT TOTAL OFFES PROF TECH 1 WARS CLER TOTAL CRAFT OPER LAB (22,007) 11:002 1:149 1:679 3:161 1:223 6:590 95 626 95 626 12:0 7:0 19:1 20:0 20:4 10:0 3.7 4:1 26:2 9:9 26:9 26:3 16:3 31:9 20:0 20:4 10:0 3.7 4:1 26:2 9:9 26:9 26:3 16:3 31:9 20:0 20:4 10:1 1:2 9:9 1:1 1:4 1:1 1:4 1:1 1:4 1:1 1:4 1:1 1:4 1:1 1:4 1:1 1:4 1:1 1:1		`	URANCE CAR	RIERS				i.				
FELLOWEN I LIGAT LAND FOUR TICK I MAND STORE THE TOTAL LAND FOR THE TO			OFFES			SALES		101	COAET	6300	:	CONTRACTOR
FE	_ (_	1.149	1.679	4,161	1,223	6,590	56	£	1.4		190
Col.	WERE	•) - -	1						
10.6 3.7 4.1 26.2 9.9 26.3 10.3 31.9 20.0		.0.19	15.9	28.6	. 70.5	9.3	85.0	12.6	2.	19.1	;	\$ 0.4 7
##OLESALE TRADE DURABLES TOTAL OFFICE AND TECH WARS CLER TOTAL CRAFT OPER LAB Listo 6.56 1.57 2.403 2.093 3.249 1.128 1.499 6.26 11.3 2.403 2.093 3.249 1.128 1.499 6.26 11.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 13.7 1.3 2.4 2.6 2.6 2.6 2.6 2.6 2.6 2.6 2.7 1.3 2.6 2.6 2.6 2.6 2.6 2.6 2.6 2.6 2.6 2.6		9.61	3.7		26.2	6.0	56.9	26.3	16.3	31.9	0.00	•
HADLESALE TRADE DURABLES TOTAL OFFICES FINAL OFFICES TOTAL OFFI TOTA		5.	F.	•		• <u>-</u>	::	· -	;	;	0.02	••
#HOLESALE TRACE DURABLES SALES "OFF TOTAL CRAFT OPER LAB L1,950 8,362 1,552 1,035 1,279 2,093 3,249 1,126 1,495 626 15.7 12.8 3.4 21.0 33.7 1.9 1.9 1.9 1.9 1.9 1.9 1.9 1.9 1.9 1.9		7*1	•	•	:	:	:-	:		:	ť	
##OLESALE TRADE DURABLES SALES 'OFF OFF OFF OFF 11,950 8,352 1,035 1,279 2,043 2,093 3,249 1,126 1,1495 0,0 1,14,7 2,14 1,14,7 2,14 1,14,7 2,14 1,14,7 1,14 1		:	:	4)	,	:	:				ľ	·
TOTAL MOLEMALE TANDE UNMARCES SALES OFF TOTAL CRAFT OPER LAB Lisgo 8,362 1,552 1,035 1,279 2,403 2,093 3,249 1,120 1,495 626 11,130 8,362 1,552 1,035 1,279 2,403 2,093 3,249 1,120 1,495 626 1,130 8,30 8,4 1,13 8,4 1,10 3,7 1,10 8,4 1,2 1,10 3,7 1,10 1,10 1,10 1,10 1,10 1,10 1,10 1,	а.	i		5 1 4 4 4 1 C			4.					,
EMPLCYMENT TOTAL 4075 PROF TECH WARS CLER TOTAL CRAFT OPER LAB Lisgo 8,562 1,552 1,035 1,279 2,403 2,093 3,249 1,128 1,495 6.26 11,590 8,56 1,495 6.26 11,590 8,56 1,495 6.26 11,590 8,50 1,590 8,50 1,590 8,50 1,590 8,50 1,590 8,50 1,590 8,50 1,590 8,50 1,50 1,50 1,50 1,50 1,50 1,50 1,50 1		2	LESALE IRA GEFES	UE UURABLES		SALES	±40.	•				SERVICE
	EMPL	TOTAL.	*GRS	, PROF	TECH	WKRS	CLER	TOTAL	CRAFT	OPER	LAB	MCRKERS
		8,362	1.552	1,035	1,279	2,403	2,093	3,249	1,128	1.495	929	279
13-7 22-4 3.4 8.5 3.0 0.9 7.2 0.0 33-7 55.0 13-5 3.5 35.7 55.0 13-5 3.5 3.5 3.5 3.5 3.5 3.5 3.5 3.5 3.5 3.	_					,	;	;			•	
AMER 6 6 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		22.4	* C	4			2.	• • •		13.1		2.5
# .6 .6 .6 .6 .6 .6 .6 .6 .6 .6 .6 .6 .6	- - -	,	7	•	-	•				,]]
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		-	17	•	: -:	: -:	7	7	? ?	7	'n	•

PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOB INDUSTRIES IN THE WASHINGTON, D.C.-MARYLAND-VIRGINIA SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE

